



HV MFG

THE COUNCIL OF INDUSTRY MAGAZINE

SPRING 2025

MANUFACTURING AT A CROSSROADS

COMPANY PROFILE
Sun Chemical

LEADER PROFILE
Adam Bosch
Pattern For Progress

MEMBERSHIP DIRECTORY INSIDE



SUPPLYING ENERGY TO NEW YORK'S BUSINESSES FOR OVER 25 YEARS

For more than two decades, we've partnered with businesses across New York, helping them tackle energy challenges with tailored solutions. As manufacturing evolves, so do the energy demands – we understand that and offer flexible, reliable options to meet your unique needs.

Whether you're looking to streamline your energy usage, reduce costs, or move towards greener practices, our experts have the answers. Let's energize your future together.

Electricity • Natural Gas • Demand Response • Sustainability

To learn more about all our energy solutions, contact:



Dylan Haas
Account Executive, New York
570.764.7625
Dylan.Haas@nrg.com

nrg.com/business



© 2025 NRG Energy, Inc. All rights reserved. NRG and the nrg logo are registered trademarks of NRG Energy, Inc. Products and services vary depending on region or market. 24E-003801

CONTENTS

HV MFG • SPRING 2025

COUNCILOFINDUSTRY.ORG

FEATURES

- 15 TRADE STRATEGIES
Tariffs Could Reshape U.S. Manufacturing.
- 25 LEADER PROFILE
Adam Bosch, CEO, Pattern for Progress
- 35 COMPANY PROFILE
Sun Chemical
A Century of Effect Pigmentation Innovation.
- 41 CYBERSECURITY
Cybersecurity Security Maturity Model 2.0.

LEADER PROFILE



Adam Bosch, CEO at Pattern for Progress is bringing people together to solve challenges.

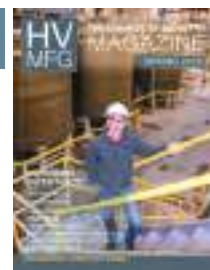
IN THIS ISSUE

- 5 LETTER FROM THE PRESIDENT
Manufacturing at a Crossroads.
- 7 MANUFACTURING NEWS BRIEFS
News for the Hudson Valley.
- 18 WORKFORCE SOLUTIONS
Investing in Interns.
- 30 MANUFACTURING TRENDS
Using AI to Transform Supply Chain.
- 44 LABOR AND EMPLOYMENT
Trump 2.0 Issues for Employers.
- 48 MEMBER DIRECTORY
A Current Listing of Council of Industry Members.
- 60 ASSOCIATE MEMBER DIRECTORY
A Current Listing of Council of Industry Associate Members.
- 70 ADVERTISERS INDEX

ON THE COVER

Sun Chemical Site Director Gary Hutchinson is pictured at the Peekskill facility. Sun Chemical is the leader in effect pigment R&D and quality and on the cutting edge of innovation since the early 1950s.

Cover photo by Tom LaBarbera, Picture This Studio



MANUFACTURING IS VITAL AND THE COUNCIL OF INDUSTRY IS VITAL TO MANUFACTURING

Chairman of the Board: Peter Stanway, Selux Corporation
First Vice Chair: Justin Lukach, Micromold Products, Inc.
Second Vice Chair: Victor Narkaj, Central Hudson
Treasurer: Steven Howell, RBT CPAs LLP
President: Harold King
Managing Editor: Johnnie Hansen
Creative Director: Linda Engler, Ad Essentials

HV Mfg is designed for
The Council of Industry by:
Ad Essentials
845-255-4281 adessentialsonline.com



The Council of Industry

The Manufacturers Association of the Hudson Valley

HV Mfg is published bi-annually by the
Council of Industry of Southeastern New York

www.councilofindustry.org

845-565-1355

263 Route 17K Suite 106, Newburgh, NY 12550

Connect With Us On:
Facebook, X, LinkedIn,
Instagram and YouTube


HV Mfg is printed by:

Main Printing

Poughkeepsie, NY

845-471-8011 mymainprinter.com

Contents of this magazine © Council of Industry 2025. Reproduction in whole or in part is strictly prohibited without the prior express written permission of Council of Industry.



The Mechatronics Lab in Dutchess Community College's new Center of Excellence for Business, Industry & Innovation features state-of-the-art equipment and versatile training programs aligned with the diverse needs of your evolving industry – giving you the power to do more.

HANDS-ON TRAINING FOR TOMORROW'S SKILLS

FLEXIBLE SCHEDULING FOR TODAY'S WORKFORCE



CONVENIENT & FLEXIBLE



Centrally located at the intersection of **Rt. 9 and I-84 in Fishkill**, our programs accommodate the schedules of working professionals with **flexible in-person lab training** supplemented by online learning modules.

DUTCHESS
COMMUNITY COLLEGE

EXPLORE OUR PROGRAMS

Advance your workforce with hands-on training:

- Electrical Technology A.A.S. Degree
- Air Conditioning & Refrigeration Certificate
- HVAC Microcredentials – **launching this fall!**
- Certified Production Technician Plus (CPT+) – **new!**
- Manufacturing Pre-Apprenticeship Program
- Entry-level SACA Industry 4.0 certifications
- Skills-focused training in AC/DC electricity, motors, motor controls, pneumatics, mechanical drives and more.

STATE-OF-THE-ART TRAINING LABS

Our 6,000-square-foot facility features three labs specializing in four in-demand areas of expertise: **Automation, Electrical, HVAC** and **Mechanical**.

Learn more at sunydutchess.edu/mechatronics or email mechatronicslab@sunydutchess.edu.



HAROLD KING
PRESIDENT
COUNCIL OF INDUSTRY



MANUFACTURING AT A CROSSROADS

DEAR READER

Welcome to the Spring 2025 Edition of HV Mfg, the Council of Industry's magazine by, for and about Hudson Valley manufacturers.

A lot has changed in the 6 months since the Fall edition of this magazine was published in October and manufacturing has been at the center of most of it. That change has come in many forms – technology, tax and regulatory policy and – most significantly trade policy. Hudson Valley manufacturers build things right here to sell around the world, generating wealth for our community. The high costs of new tariffs threaten supply chains, jobs, investments and, in turn, our ability to outcompete globally.

As of this printing, much remains unknown and the tariff landscape is shifting daily. What we do know is that Council of Industry members will face this challenge with the same grit, determination, intelligence, perseverance and hard work that they have faced dozens of challenges in the past. And, when the dust settles, Hudson Valley manufacturing will be stronger and remain a pre-eminent global player.

Our Spring edition, as always, profiles a Hudson Valley manufacturer and leader. Our manufacturing profile is of Peekskill's Sun Chemical. Sun is a worldwide leader in the development and production of 'effect pigments.' They put the color, the glitter and the glimmer in your cosmetics, plastic, paint and more. And, they have been doing it for more than a century right here in the Hudson Valley.

Our leader profile features Adam Bosch, President of Hudson Valley Pattern for Progress. "Pattern" is a nonprofit organization that provides objective research, planning and educational training throughout the region. Pattern's work comes from a considerable foundation of facts and experience and it is without political aims or affiliations. Adam talks about Pattern's work, the organization's 60th anniversary this year and how his experiences – including his time and training as a Journalist – has influenced his leadership of Pattern.

Other articles look at some of the challenges manufacturers face as we enter this new era of global trade and explore some tools to help you succeed. We start with a look at the tariffs themselves. Mark Henry, John Giordano and Omar Brown from Citrin Cooperman Advisors LLC write about the potential economic impact of tariffs and what strategies manufacturers can employ to both minimize their risks and maximize their potential.

One way to minimize your risks is through supply chain optimization. Giovanni Rivera and John Wochinger with PKF O'Conner Davies share how artificial intelligence (AI) can be employed to improve your supply chain costs and minimize your risks.

Not all challenges are not all related to trade. The last few months have seen a sea of changes in labor law regulations and their implementation. Tom McDonough, Principal at Jackson Lewis PC looks at the flurry of actions over the past few months and offers manufacturers tips on how to navigate the changes. Cybersecurity also remains an ongoing risk for manufacturers and Jason Fisch, President of Fisch Solutions, provides an overview of CMMC 2.0 – the framework for cybersecurity compliance that Defense Department contractors must implement, and a provides a guide to putting them in place.

Of course, we have our regular Spring edition features including news briefs and our Member and Associate Member Directories.

Please also note the organizations who placed advertisements in HV Mfg. The Hudson Valley manufacturing sector ecosystem is strong and diverse including not only manufacturers, but banks and engineering firms, accounting firms and labor attorneys, educational institutions and equipment suppliers and so much more. Many of these organizations have placed ads in this magazine. I thank each of them for their generous support of the Council of Industry, this publication and manufacturers throughout the region.

I hope you enjoy this edition and thank you for reading.

Sincerely,

President



Overwhelmed by Rising Insurance Costs and High Employee Turnover?

We Fix That.

Stop letting rising insurance rates drain your time and energy. Our strategic approach goes beyond just showing rates and benefits.

We provide:

- i. Lower premiums and deductibles
- ii. Smooth claims administration and local service
- iii. Improved employee retention

Council of Industry Members receive a complimentary benefits audit

Call today!

Connect with Luke Strothenke
(845) 256-8037
luke@midhudsonvip.com



Apply today!

Your next move, talent needed!

Creating quality of life with light – that is our passion



3 Carwin Lane, Highland, NY 12529 | setux.us



3 Neptune Road
Poughkeepsie, NY 12601
845.463.5400

FACILITATING GROWTH & PROSPERITY

Whether you are new to the area like Frito-Lay or are a veteran manufacturer growing by the day, Think Dutchess is your one-stop resource center for business for development needs.

Proudly supporting Council of Industry members for years!



@thinkdutchess

www.thinkdutchess.com

THE MANUFACTURING ECONOMY

Global Manufacturing Growth Remains Weak At End Of Opening Quarter

The global manufacturing sector ended the opening quarter of the year on a lackluster footing. At 50.3 in March, the J.P.Morgan Global Manufacturing PMI® – a composite index produced by J.P.Morgan and S&P Global Market Intelligence in association with ISM and IFPSM – was down from 50.6 in February and signalled only a slight improvement in overall operating conditions for the third month in a row. Global manufacturing output increased for the third successive month in March, although the rate of growth was the weakest during that sequence. Production rose in the consumer and intermediate goods industries but fell for the ninth time in the past ten months in the investment goods category.

Rising concerns about the geopolitical situation, high costs and possible disruption to world trade flows from tariffs all hurt business optimism in March. Confidence fell to a three-month low and eased across the consumer, intermediate and investment goods industries. Reduced optimism about the outlook was a major factor underlying an eighth successive month-on-month decrease in global manufacturing employment. Job losses in the euro area and the UK (among others) were only partly offset by increases in mainland China and Japan. No change was signalled in U.S. staffing levels.

NAM Outlook Survey: Trade Policies Shake Up Manufacturers' Economic Outlook

Manufacturers are increasingly worried about the future of trade and rising raw material costs, according to the Q1 2025 NAM Manufacturers' Outlook Survey. In the survey conducted from Feb. 11 to Feb. 28, trade uncertainties moved to the top of the list of manufacturers' concerns—with 76.2% of respondents citing them as their primary worry. Increased raw material costs came in second, cited by 62.3% of those surveyed.

- Manufacturers expect prices on their companies' product lines to go up by 3.6% in the next year, an increase from 2.3% in Q4 2024 and the highest since Q3 2022, when inflation was more than 8%.
- Manufacturers also anticipate the cost of raw materials and other inputs to rise 5.5% in the next year, the highest expected rate of increase since Q2 2022, when inflation was between 8% and 9%.
- Manufacturers foresee export sales to increase just 0.1% in the next year. That's the lowest anticipated rise since Q2 2020 at the height of the COVID-19 pandemic.
- The percentage of manufacturers with a positive outlook for their company inched down from the last quarter to 69.7% from 70.9%.

Manufacturers also feel strongly that their businesses need the “rocket fuel” of the tax reform extension. If Congress fails to extend pro-manufacturing provisions of the Tax Cuts and Jobs Act of 2017:

- 45.23% would delay hiring.
- 44.72% would pause operations expansions.
- 41.71% would limit R&D investment; and
- 40.20% would curb employee wages or benefits increases.

NAM President and CEO Jay Timmons wrote in a social post Thursday: “We are calling for a comprehensive manufacturing strategy that includes a commonsense trade policy in addition to making President Trump's 2017 tax reforms permanent and more competitive, securing regulatory certainty, expediting permitting reform to unleash American energy dominance and key manufacturing projects and increasing the talent pool.”

OECD: Trade War To Sap Global Growth

President Donald Trump's tariff hikes will drag down growth in Canada, Mexico and the United States while driving up inflation, the OECD forecast in March, cutting its global economic outlook and warning that a broader trade war would sap growth further. In the case of a generalized trade shock, not only will U.S. households pay a high direct price, but the likely economic slowdown will cost the United States more than the extra income the tariffs are supposed to generate, the Organization for Economic Cooperation and Development estimated in its interim outlook. Global growth is on course to slow slightly from 3.2% in 2024 to 3.1% in 2025 and 3.0% in 2026, the Paris-based policy forum said, cutting its projections from 3.3% for both this year and next in its previous economic outlook, issued in December.

The organization updated its forecasts assuming tariffs between the United States and its neighbors are raised an extra 25 percentage points on almost all goods imports from April. As a result, U.S. economic growth was seen slowing this year to 2.2% before losing more steam next year to only 1.6%, the OECD said, cutting its forecasts from 2.4% and 2.1% previously. But the Mexican economy would be hit hardest by the tariff hikes, contracting 1.3% this year and a further 0.6% next year instead of growing 1.2% and 1.6% as previously expected. Canada's growth rate would slow to 0.7% this year and next, well below the 2% previously forecast for both years.

The Conference Board Leading Economic Index® (LEI) for the US Fell Further in February

The Conference Board Leading Economic Index® (LEI) for the U.S. declined by 0.3% in February 2025 to 101.1 (2016=100), after a 0.2% decline (revised from -0.3%) in January. Overall, the LEI fell by 1.0% in the six-month period ending February 2025, less than half of its rate of decline of -2.1% over the previous six months (February–August 2024.) “The U.S. LEI fell again in

February and continues to point to headwinds ahead,” said Justyna Zabinska-La Monica, Senior Manager, Business Cycle Indicators, at The Conference Board.

- Consumers’ expectations of future business conditions turned more pessimistic. That was the component that weighed down most heavily on the Index in February.
- Manufacturing new orders, which improved in January, retreated and were the second largest negative contributor to the Index’s monthly decline.
- On a positive note, the LEI’s six-month and annual growth rates, while still negative, have remained on an upward trend since the end of 2023, suggesting that headwinds in the economy as of February may have moderated compared to last year.
- However, given substantial policy uncertainty and the notable pullback in consumer sentiment and spending since the beginning of the year, we currently forecast that real GDP growth in the U.S. will slow to around 2.0% in 2025.”

Empire State Manufacturing Survey: Business Conditions ‘Dropped Significantly’ in March

Business activity dropped significantly in New York State in March, according to firms responding to the Empire State Manufacturing Survey. The headline general business conditions index fell twenty-six points to -20.0.

- The new orders index fell twenty-six points to -14.9,
- The shipments index fell twenty-three points to -8.5, indicating that both orders and shipments declined after increasing last month.
- The inventories index moved up five points to 13.3, its highest reading in more than two years, signaling that business inventories continued to expand.
- The index for number of employees held steady at -4.1, and the average workweek index was -2.5, pointing to a slight decline in both employment and hours worked.
- The prices paid index rose five points to 44.9, its highest level in more than two years,
- The prices received index rose three points to 22.4, its highest reading since May 2023.
- After dropping fifteen points last month, the index for future business activity fell another ten points to 12.7.
- Capital spending plans remained soft. Input price increases are expected to remain significant, and supply availability is expected to contract somewhat in the months ahead.

CLIMATE, ENVIRONMENT, SAFETY AND HEALTH

NAM: President’s Executive Order Strengthens U.S. Manufacturing by Accelerating Permitting and Unlocking Critical Resources

Following President Donald Trump’s March 20, 2025 executive order to accelerate permitting and expand access to critical resources for manufacturing, National Association of Manufacturers President and CEO Jay Timmons released the following statement:

“For too long, red tape and burdensome regulations have stood in the way of the basic building blocks that power manufacturing in the United States, especially mining and processing the minerals manufacturers rely on to create jobs and dominate on the world stage. The administration is addressing those barriers, making it easier for manufacturers to access the resources we need to build the future in America.

“A comprehensive manufacturing strategy—one that cements America’s position as the manufacturing superpower—depends on smart permitting reforms like the ones the administration is advancing. When manufacturers in the United States can invest with certainty, they plan, hire and win—and when manufacturers win, America wins. We look forward to continuing to work with his National Energy Dominance Council, under the leadership of Secretary of the Interior Doug Burgum and Secretary of Energy Chris Wright, to Make America Great for Manufacturing Again.”

OSHA Launches Severe Injury Report Dashboard

On September 4, OSHA unveiled an online tool giving users the ability to search its severe injury report database and view trends related to workplace injuries occurring in states covered by federal OSHA. The Severe Injury Report dashboard allows users to search and download data by year, industry, state, establishment name and Occupational Injury and Illness Classification System codes. The dashboard includes information on all severe injuries reported by employers covered under federal OSHA since 2015.

Federal law requires employers to notify OSHA of a work-related in-patient hospitalization, amputation or loss of an eye within 24 hours of the incident. The agency’s compliance assistance specialists and on-site consultations are available across the country and in U.S. territories to help employers. OSHA encourages workers and employers to use the dashboard to learn how severe injuries happen in their industries and use the agency’s available resources to help prevent workplace injuries.

State Releases Initial Rules For Cap-And-Invest Program

March 19th, the Department of Environmental Conservation released long-awaited draft rules for how and when major companies would need to report their greenhouse gas emissions under the proposed cap-and-invest program. While the reporting rules aren’t enough to get the program actually up and running, and don’t set any standards for the emission caps that companies can hit before they must start buying carbon credits, environmental activists consider the release of the draft reporting rules a meaningful step forward in the process.

The new draft reporting rules would require companies to begin keeping track of their emissions in 2026, with the first reporting deadline coming in June 2027 for the previous year. The draft rules lay out which companies would be required to report emissions under the program. Those include facilities that produce at least 10,000 metric tons of carbon dioxide equivalent, such as landfills and natural gas compression stations, suppliers of natural gas in the state, waste haulers and electric power plants. The public will have the opportunity to comment on the draft reporting rules between April 2 and July 1, and environmental advocates plan to actively engage during the open comment period.

EPA Reconsiders Dozens of Burdensome Regulations

EPA Administrator Lee Zeldin said in a March press release and, Wall Street Journal op-ed, that he intends to take swift action to review and potentially rescind regulations that were hamstringing manufacturers and needlessly driving up costs across the board. The NAM in December called on President Trump to reverse the regulatory onslaught of the past four years. NAM-recommended actions included in yesterday's EPA announcement included reconsideration of the following:

- **NAAQS for PM2.5:** Last year, the Biden administration tightened the primary annual standard for particular matter—more commonly known as soot—to an untenable 9 micrograms per cubic meter from 12 micrograms per cubic meter. Manufacturers found to be in nonattainment of these standards will now be denied permits for new and expanded facilities.
- **Power plant rules:** The previous administration's emissions regulations on existing coal-fired and new natural gas-powered power plants include an unrealistic timeline for the widespread adoption of expensive, unproven new technology; this regulation threatens grid reliability and the ability of manufacturers to receive power for their operations.
- **Vehicle regulations:** Current regulations of light-, medium- and heavy-duty vehicles impose costly hardships on auto manufacturers.
- **Waters of the United States:** The last administration had made the scope of the Clean Water Act overly broad, resulting in high costs and even slowed permitting processes.

LABOR, EMPLOYMENT AND WORKFORCE DEVELOPMENT

US Manufacturing Labor Productivity Barely Nudges Higher On Fewer Hours Worked. Overall Workforce Productivity Up 1.5% In Q4

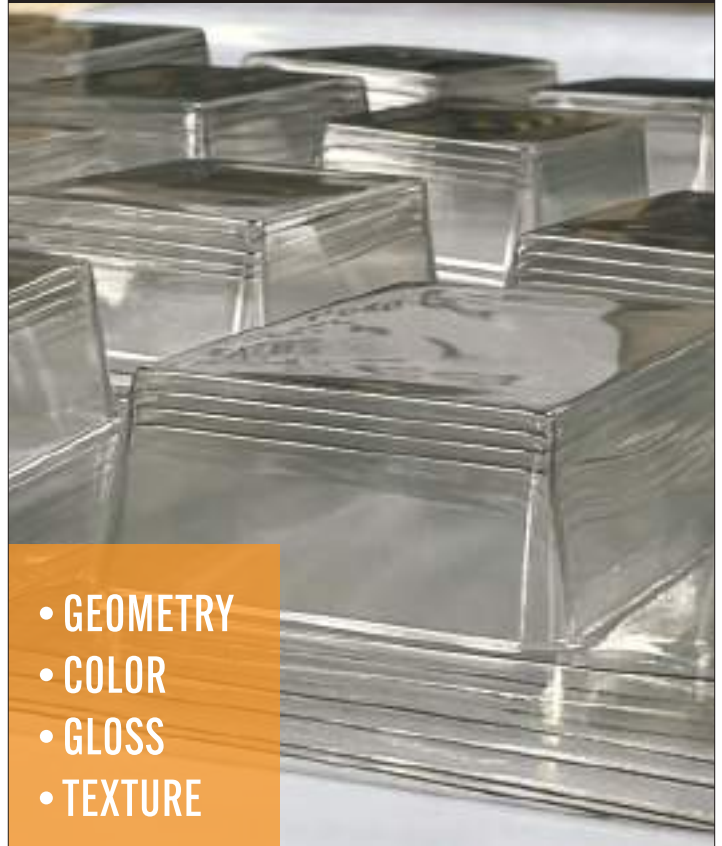
U.S. labor productivity grew at a 1.5% annualized rate in the fourth quarter of 2024, an upward revision from the initial estimate of 1.2%, per data from the Bureau of Labor Statistics. For the full year, productivity increased 2.7%. Unit labor costs rose 2.2% in the fourth quarter, while hourly compensation climbed 3.8%.

Manufacturing sector labor productivity increased 0.3 percent in the fourth quarter of 2024, as output decreased 1.3 percent and hours worked decreased 1.6 percent. In the durable manufacturing sector, productivity decreased 1.1 percent, reflecting a 3.2-percent decrease in output and a 2.1-percent decrease in hours worked. Nondurable manufacturing sector productivity increased 1.4 percent, as output increased 0.6 percent and hours worked decreased 0.8 percent. Total manufacturing sector productivity increased 0.4 percent from the same quarter a year ago.

Unit labor costs in the total manufacturing sector increased 3.7 percent in the fourth quarter of 2024, reflecting a 4.0-percent increase in hourly compensation and a 0.3-percent increase in productivity. Manufacturing unit labor costs increased 2.0 percent from the same quarter a year ago. Manufacturing sector labor productivity has grown at an annualized rate of



Sustainable and Cost-Effective Packaging



- GEOMETRY
- COLOR
- GLOSS
- TEXTURE



Thermoforming allows for sustainable packaging, wider design scope, lower costs, and a faster turn-around time.

Learn more at orangepkg.com
or call (845) 742-9766



Prints. Parts. Problems?

High-Performance Plastic Solutions For Over 50 Years



CNC MACHINING



INJECTION MOLDING



ENGINEERED SOLUTIONS



- CNC Milling & Turning
- CNC Swiss & Turret Lathe
- Screw Machining



- Design Support
- In-House Tool Making
- 3-D Prototyping



- High Performance Polymer
- Built To Print
- Stocking Agreements
- Kitting / Packaging Service

REQUEST QUOTE



(518) 828-5001



www.craftechind.com



8 Dock St, Hudson, NY 12534

ISO 9001:2015 Certified
Proudly Made in USA



0.3 percent during the current business cycle, as output was unchanged (0.0 percent) and hours have declined 0.3 percent. The 0.3-percent annualized rate of productivity growth in the current business cycle thus far is above the 0.1-percent rate of the previous business cycle from the fourth quarter of 2007 through the fourth quarter of 2019 and is below the long-term rate of 2.1 percent since the first quarter of 1987.

Only Half Of Employees Say They Are Paid Fairly

Only 54% of employees believe they are paid fairly and 39% believe their company's pay rates are below industry norms, prompting renewed questions about pay equity and transparency, according to a survey of 1,878 U.S. and UK employees conducted by compensation platform beqom. Women were less confident about their compensation, with only 49% saying they are fairly compensated compared with 59% of men. Meanwhile, less than half of employees said their salary was adjusted to match inflation last year, and about one-third of survey respondents said new hires at their company are making more than tenured employees.

Sixty-two percent of employees said they don't know how their total compensation is calculated, and 46% said lack of transparency about pay is a top issue for them at work. Employees overwhelmingly support initiatives like equal opportunities for career growth (78%) and fostering inclusive leadership (67%), the survey found. More than half of employees said their employer shared DE&I goals, but only 38% received updates on progress in 2024.

Five Years On: How Covid Changed The Workplace

Do you remember where you were on March 11, 2020? Five years ago today, the World Health Organization declared Covid-19 a pandemic, sending workers home from the office and shuttering businesses worldwide. Since then, we've experienced a shifting job market, expectations and locations. What began as an employee-friendly job market amid "The Great Resignation" has turned into one where employers are holding the purse strings and workers are feeling as unmotivated as ever.

This uncertainty has led to the rise of "The Great Detachment," what experts are calling this period of falling employee engagement, satisfaction and choice. At its core is "the manager squeeze," says Jim Harter, chief scientist of workplace management and well-being at Gallup, who just published an analysis of the last five years. "How people are managed on a daily basis is more important" than hybrid work policies, he says. "The role of first leadership is saying 'here's the culture that we want, and here's how our practices are going to reinforce that culture that we want,' and then to articulate it in a way that's clear to employees." But how to do that when many folks have been forced to do more with less?

Hudson Valley Job Count Bumped Higher in February, Manufacturing Up by 500

Over the past year, the private sector job count in the Hudson Valley rose by 6,800, or 0.8 percent, to 817,500 in February 2025. The greatest gains were in private education and health services (+3,400), leisure and hospitality (+2,900), professional and business services (+2,000), trade, transportation and utilities

DORSEY
METROLOGY INTERNATIONAL

CELEBRATING 70 YEARS OF PRECISION PROBLEM SOLVING

Crafting Exceptional Metrology Tools in America since 1955

certified WBENC
MADE IN USA

Mechanical Rubber
an Industry Leader

- Over 80 years of engineering high-quality rubber, plastic, and metal products in Warwick, NY
- Renowned manufacturing facilities across the United States
- Extensive global reach offering growth opportunities, global collaboration, and exposure to diverse markets and advanced technologies

Mechanical RUBBER If you can imagine it, we can make it!™

www.mechanicalrubber.com



REIMAGINING EDUCATION

ULSTER BOCES CAREER PATHWAYS PROGRAMS (CPP)

Our CPP completers are future-ready and have the skills needed to make a difference in today's workforce!

1300+

Young professionals enrolled in Career Pathways Programs

600+

Seniors currently enrolled in Career Pathways Programs

28.8%

2024 CPP graduates entered directly into the workforce



**LOOKING FOR
INTERNS OR NEW HIRES?
BE PROACTIVE IN BUILDING
YOUR BEST TEAM!**

**CONTACT ULSTER BOCES
FUTURE READY CENTER
845-331-6680 x6
scasa@ulsterboces.org**

ulsterboces.org/cte

(+1,600), financial activities (+600), other services (+200). Losses occurred in mining, logging and construction (-3,200) and information (-1,200).

- Manufacturing employment in the Valley increased by 500 to 41,000 in February 2025 from 40,400 in January and 40,500 in February 2024.
- Statewide Manufacturing employment increased by 300 to 410,900 in February 2025 from 410,600 in January but declined by 2,900 from February 2024.
- Nationally Manufacturing employment increased by 37,000 to 12,711,000 in February 2025 from 12,674,000 in January but declined by 89,000 from February 2024.

Immigration Accounts for Entire U.S. Population Growth for First Time: Survey

For the first time since records began, immigration was the sole driver of the United States' population growth in a single year, a new study said. The nonpartisan Migration Policy Institute (MPI) looked at U.S. Census Bureau data for 2022-2023, the latest available, finding that falling American birthrates factored into the change. The U.S. immigrant population grew by 1.6 million between 2022 and 2023 to 47.8 million, according to the MPI analysis, with immigrants now representing a 14.3 percent share of the overall population — the highest ever.

In 2023, birth rates among American women reached a record low for those aged between 20 and 24, while the rate also dropped overall for the larger group of 20-39 year olds, according to the Centers for Disease Control and Prevention. The findings come at a time when immigration, particularly illegal immigration, is a key focus of the current White House administration. While plans for mass deportations are being carried out, the other obstacle — a collapsing fertility rate — has been far more vexing for officials, both in the U.S. and other developed nations suffering from the same dynamic.

Agentic AI Could Boost Busy Employees' Morale

Josh Bersin, a prominent HR technology analyst, describes agentic AI as the next wave of artificial intelligence. He says these digital teammates can autonomously handle tasks: "Instead of just answering questions and composing poetry, they're now able to 'do things' on our behalf," writes Bersin. Like human employees, they require onboarding, training and governance to ensure effectiveness and security. "These agents will actually belong in the organization chart," according to Bersin. "And our job will be to manage them, make sure they're safe and watch over their security."

A 2024 Asana report revealed that 54% of knowledge workers' time is spent on busy work—repetitive administrative tasks that AI agents can automate. Agents also show promise for leadership teams—HR Executive's recent *What's Keeping HR Up at Night?* survey found that administrative and operational tasks were the number one area where HR leaders report spending their time. Automating tasks like meeting notes and status updates—which can consume at least half a day per week—not only saves time but also alleviates the "tax on morale" these activities impose.

Ethan Allen
WORKFORCE SOLUTIONS

Largest full-service agency locally owned and operated in the Hudson Valley.

Ethan Allen Recruitment
Direct Hire Placement

Ethan Allen Staffing
Temporary Staffing

Ethan Allen RPO
Recruitment Process Outsourcing

Ethan Allen HR Services
Professional Employer Organization (PEO)

The Council of Industry's Preferred Provider. Members: call now for our discounts and offers.

101 Academy Street Poughkeepsie, NY 12560
Suite #663 680 North 23rd Street, NY 12150 | 34 Route 9W Newburgh, NY 12550
57 Academy Street Poughkeepsie, NY 12560

www.eaworkforce.com

LABOR, EMPLOYMENT AND WORKFORCE DEVELOPMENT

2025 Award Breakfast and Workforce Developer's Expo April 25th



The Manufacturing Champions Award recognizes those individuals and organizations, who through vision, dedication, hard work and tireless involvement have helped to overcome some of the many obstacles faced by manufacturers in the Hudson Valley community, and in so doing they have made it possible for manufacturers and their employees to prosper.

Join us in celebrating this year's honorees and their impactful contributions to the community.

The 2025 Champions Are

Gretchen Zierick - President Zierick Manufacturing and

Thomas Fassell - Science Teacher, Marlboro High School



The Event begins at 7:45 am with the Manufacturing Workforce Developers Expo. The Workforce Developer's Expo includes educators, students, non-profits, economic development and county partners actively engaged in training the future manufacturing workforce. The expo allows attendees to see the great work being done to build and develop the skilled pipeline necessary for manufacturers' success.



Term & Equipment Loans

Acquire much-needed new equipment and preserve your cash flow.



Business Lines of Credit

Revolving lines for seasonal businesses with flexible terms and competitive rates.



Express Business Loans

Ideal for new and used vehicles or equipment purchases under \$250,000.



Commercial Mortgages

Owner occupied and investment properties, options with fixed and adjustable rates.



Construction Loans

Ground up construction, land acquisition & development, commercial real estate expansion or renovation.



SBA Loans

Explore the advantages of working with a Preferred Lender on 7(a), 504 and SBA Express loans.

Need help controlling your cash flow and managing day-to-day business transactions? Contact our **Business Banking** solutions team to discuss our robust cash management services.

Rhinebeck Bank

RhinebeckBank.com



Member FDIC



Achieving more together

The Mid-Hudson Region is more than a place where we do business. It is home to our customers, clients, employees and community partners. By leveraging our resources, expertise and insights, we're helping strengthen communities and foster a more inclusive economy.

At Chase we're focused on powering inclusive economic growth — because we believe we are only as strong as the communities we serve.



MAKE MORE OF WHAT'S YOURS®

HOW NEW TARIFFS ON MEXICO, CANADA, AND CHINA COULD RESHAPE U.S. MANUFACTURERS

The first 100 days for any president are typically the most crucial. This timeframe is closely observed to see which campaign trail initiatives start to take shape. One of the policies that manufacturing and distribution business owners are closely monitoring is President Donald Trump's position on tariffs, primarily related to Mexico, Canada and China.

The president did not waste any time moving forward with his tariff initiative at the beginning of his term. In early March 2025, President Trump announced tariffs for both Mexico and Canada. Soon after, Trump postponed the 25% tariff on most goods from Mexico for at least another month. Even with the off-again, on-again implementation of these tariffs, manufacturing and distribution businesses must have a plan in place, lest these tariffs are here for good.



With trade policies shifting, manufacturers and business leaders must assess how these tariffs could reshape supply chains, costs, and profitability in the near future.

THE ECONOMIC IMPACT OF U.S. TARIFF INCREASES

In 2024, the United States imported \$377 billion worth of products from Canada, including mineral fuels, oil, vehicles, machinery and plastics. Meanwhile, the U.S. imported \$466 billion worth of goods from Mexico, including cars, computers, crude petroleum and motor vehicle parts and accessories.

Imposing tariffs strains the United States-Mexico-Canada Agreement (USMCA), which replaced NAFTA and aims to promote free trade between the three nations, but would help rebalance the scales of trade with the United States.

The impact on manufacturers, distributors, logistics companies and consumers could be felt almost immediately. This tariff would logically lead to higher prices for goods. Higher prices reduce disposable income, making consumers more cautious spenders, which could affect corporate sales.

On the contrary, if actions are taken to prevent inflation further and refrain from passing off the costs to the end user customer, costs throughout the supply chain would be absorbed, impacting corporate profitability. Ultimately, manufacturers and distributors will most likely be immediately impacted regarding overall profitability, whether reduced sales or increased absorbed costs.

During his first term, the president did not mince words when he wanted to divest the U.S.'s dependence on China, not only in an attempt to bring manufacturing back to the United States but also to improve the grave trade imbalance.

China is one of the U.S.' major suppliers of advanced technology products like semiconductors, solar cells, lithium-ion batteries and parts, alongside other textiles, machinery, toys, etc.

Currently, the U.S. imposes a 50% tariff on many Chinese products. President Trump has signed an order to raise this tariff by an additional 10%, bringing the total to 60% on these

products. While he also promised to reduce interest rates during his campaign, imposing this tariff would likely prevent the Federal Reserve from lowering rates.

“If we get 60% tariffs on Chinese goods, the [Federal Reserve] will not reduce interest rates in 2025,” says **Dr. Anirban Basu, Chairman and CEO of Sage Policy Group, Inc.** Sustained interest rates would likely result in higher borrowing costs for businesses that need loans to alter their supply chains, stockpile goods or purchase new equipment.

Similar to Mexico and Canada tariffs, the tariff increase on China would raise costs for manufacturers and distributors. Importing raw materials at higher prices would drive up production costs, straining finances throughout the supply chain.

As opposed to being a negotiating tactic like those with Mexico and Canada, many believe China tariffs are meant to be punitive and will not be subject to the same leniencies.

Beyond higher costs from multiple border crossings, tariffs will slow shipments due to additional customs inspections, paperwork, etc. Many businesses, as well as automakers, use just-in-time manufacturing, and minor delays can disrupt production. The automotive manufacturing sector, as well as companies who manufacture the parts that go into these vehicles, will also be hit the hardest from tariffs on imports. Repair costs can rise as automotive parts become more expensive. Many dealership repair shops import parts from Mexico, Canada, and China, especially European and

Asian vehicles. Tariffs will increase the cost of these parts, leading companies to charge higher prices for repairs.

There is the additional opportunity for domestically produced parts to be affected. U.S. manufacturers often import steel and aluminum for production, and tariffs on these materials will increase manufacturing costs, making American-made components more expensive. In early March, President Trump increased the tariffs on aluminum and steel an additional 25%, in response to Canada adding a surcharge of 25% to electricity provided to certain U.S. states. This trade war can be unpredictable as the laws regarding tariffs are consistently fluctuating.

HOW MANUFACTURERS CAN PREPARE FOR POTENTIAL TARIFF INCREASES

While many professionals believe President Trump’s threats are a tactic to pressure trading partners into making concessions, as shown by the temporary halting of the tariff enforcement with Mexico to April 2025, business owners need to prepare a contingency plan to prevent disruptions in their operations due to the new tariffs.

We are all watching events carefully. “A lot of firms are in a wait-and-see mode for now until the policies actually get enacted,” says **Harper Garret, Director, Transaction Advisory Services at Citrin Cooperman.**

However, we firmly believe this should be a call to action for companies to continuously evaluate their foreign trade exposure and



**WELCOME TO
WESTCHESTER
ADVANCED MANUFACTURING
COMPANIES THRIVE HERE**

THE 
CATALYST

WESTCHESTER COUNTY
ECONOMIC DEVELOPMENT

[WESTCHESTERCATALYST.COM/ADVANCED-MANUFACTURING](https://www.westchestercatalyst.com/advanced-manufacturing)

look to not only diversify but also plan to mitigate and remediate on a more consistent basis. Whether it be improved demand planning, exploring foreign trade zones, tariff engineering or HTS alterations, companies should be taking a more proactive approach. Our **Manufacturing and Distribution Industry Practice** is here to provide recommendations on how to act or specific guidance tailored to your business and industry. To discuss the current tariff landscape for manufacturers, please contact your Citrin Cooperman representative.

“Citrin Cooperman” is the brand name under which Citrin Cooperman Advisors LLC and Citrin Cooperman & Company, LLP, independently owned entities, provide professional services in an alternative practice structure in accordance with applicable professional standards.



Mark Henry, Parter, John Giordano, Partner and Omar Brown, Director at Citrin Cooperman.

**Local People.
Powerful Solutions.**

Insurance & Risk Management Solutions

BB Brown & Brown

Find Your Solution at BBrown.com
or contact Wesley Price.
Wesley.Price@bbrown.com

Brown & Brown Insurance Services, Inc.

ALLENDALE MACHINERY SYSTEMS
TOOLING & TECHNOLOGY
SHOWCASE

It takes more than machines to be successful in manufacturing.

JUNE 11 9AM-7PM **JUNE 12 7:30AM-4PM**

Allendale Machinery: 18 Park Way, Upper Saddle River NJ 07458

INVESTING IN INTERNS: BUILDING YOUR FUTURE WORKFORCE



In today's manufacturing landscape, finding and retaining skilled talent is one of the greatest challenges facing employers. As experienced workers retire and competition for the next generation of employees heats up, many Hudson Valley manufacturers are turning to an often underutilized strategy: internships.

Internships are far more than a short-term solution to a summer staffing shortage. For manufacturers who take the time to structure thoughtful, engaging programs, they can be the start of something much bigger. They create opportunities to build relationships with promising students, introduce them to rewarding careers in manufacturing and develop the skills and knowledge your workforce needs to thrive. In many cases, today's intern becomes tomorrow's full-time hire—and potentially a key part of your team for years to come.

Manufacturers like IBM, Zierick Manufacturing, Sono-Tek, JBT and UAP have seen firsthand the difference a successful internship program can make. Whether they're partnering with local high schools and colleges, offering hands-on learning experiences in advanced manufacturing, or supporting interns as they balance work and education, these companies understand that internships are an investment in their future workforce.

Even as this year's class of interns is already gearing up for summer opportunities or preparing to graduate, now is the perfect time to plan or expand your future internship program. In this article, we'll explore what makes a successful internship, share lessons learned from companies who are doing it right and highlight how manufacturers across the Hudson Valley are building their talent pipelines—one intern at a time.

LESSONS FROM THE FACTORY FLOOR

Internships aren't one-size-fits-all, and there's no universal playbook for getting them right. A program at Central Hudson or IBM—will naturally look different from the experience a small- to mid-sized manufacturer can offer. But that doesn't make it any less valuable.

In fact, many Hudson Valley manufacturers have found that a smaller, more personalized internship can have an even greater impact. With fewer layers and more direct access to leadership, interns often get a broader view of the business, more hands-on experience, and a stronger sense of how their work makes a difference.

Whether they bring on one intern a year or several each season, manufacturers who have made internships part of their workforce strategy share a common theme: success comes from being intentional, flexible, and willing to invest time upfront. The result? Interns who add real value to the business—and often return as long-term employees.

START EARLY—AND PLAN WITH PURPOSE

The best internship programs don't happen by accident. They're the result of thoughtful planning, clear expectations and early action.

At Zierick Manufacturing, planning for interns begins months in advance. "We identify projects ahead of time and map out where each

Success comes from being intentional, flexible and willing to invest time upfront.

HIGH PRECISION
COMPLEX
COMPONENTS
UTILIZING
MILL-TURN CNC
MACHINES AND
AUTOMATION



MEDICAL COMPONENTS

- FDA registered medical device manufacturer.
- CNC machined metal and plastic parts for Laparoscopic procedures, implants, and orthopedic instruments.

INDUSTRIAL - COMMERCIAL

- Commercial precision parts.
- Aluminum, stainless steel, titanium, and plastics.

AEROSPACE MILITARY INDUSTRY

- Manufacture parts to very exacting standards.
- NASA and the US Military count on our quality controlled precision.

845-207-7229 | www.putnamprecision.com

“It’s about building relationships early, by the time we’re ready to recruit in the second semester, students already know who we are and what we offer.”



Jason Del Giudice a Pine Bush High School student.

intern will rotate or focus,” says Joe Turcott, Vice President and CFO. “This makes the experience more meaningful for everyone.” Zierick finalizes internship placements by April, ensuring there’s time to prepare meaningful work and proper support.

At IBM Poughkeepsie, Supply Chain Engineering and Manufacturing internship planning begins with an assessment of business needs. “We work closely with managers and technical leads to identify teams that would benefit from the additional talent of an intern, with the aim of converting successful interns into full time IBMers after graduation, says John Maresca, Program Director, SC Global Business Operations. “Our goal is to provide meaningful projects tailored to the strengths and interests of the selected intern.”

At UAP, internships are crafted with the same level of care as their art manufacturing projects. Gilbert Guaring, Global Head of Marketing, explains that his team reviews each intern’s background and interests before choreographing a rotating schedule that aligns with their skills and goals.

PROVIDE REAL-WORLD, HANDS-ON EXPERIENCE

Students are looking for internships that will teach them something valuable, not just fill time. Companies that offer

meaningful hands-on experiences see better engagement—and better results.

At Sono-Tek, interns are placed based on both the company’s needs and the students’ interests. “We focus on providing meaningful, hands-on experiences,” says Randy Copeman, Chief Technologist, Sono-Tek. “Never internships just for the sake of having them.” Interns are paired with department mentors and management mentors, working side by side with full-time employees.

John Nolis, Operations Manager at JBT says internship rotation offers a 360-degree view of their operations. Interns spend time in field service, engineering, inventory and operations. “We want them to understand how everything works together—and why,” says Nolis. By experiencing different parts of the company, interns get a broad education and discover where they can make the biggest impact.

At UAP, interns shadow expert team members in departments like Sand Molding and Finishing. Guaring recalls a young sculptor who became enthralled with sand molding techniques during his rotation. “He told us he wants to come back and work in that area after graduation,” Guaring says. “That’s what we hope for—to inspire them to see a future here.”

PROVIDE MENTORSHIP AND CLEAR EXPECTATIONS

The best internships balance support with accountability. Interns need guidance to succeed—but they also need to understand what’s expected of them.

Zierick looks for interns with strong communication skills, good attendance, and a willingness to learn. “One of the biggest things we’ve noticed is that interns often hesitate to ask for help,” says Turcott. “We try to create an environment where they feel comfortable speaking up, but we also make it clear they need to meet our expectations.”

At Sono-Tek, each intern is paired with mentors who provide both technical and personal support. The company’s structured training programs ensure interns are set up for success from day one. “It’s about giving them the tools to succeed, but also the responsibility to perform,” says Copeman.

UAP treats interns like regular employees, with full onboarding and safety training. “We want to inspire the next generation, but they have to bring dedication, curiosity and courage,” says Guaring. “This is real work and we treat it that way.”

BUILD LONG-TERM RELATIONSHIPS, NOT ONE-OFF EXPERIENCES

The most successful internship programs are pipelines, not pit stops. Many Hudson Valley manufacturers view their interns as future employees—and they cultivate relationships accordingly.

Zierick Manufacturing often hires interns back during holidays and summer breaks, supporting them as they pursue two- and four-year degrees. JBT has a track record of retaining interns from SUNY Delhi, with 11 interns hired over the last decade—and none have left. “They’re critical to our organization,” says Nolis. “They become instrumental in what we do.”

“Joe Scaglione’s journey with IBM began in high school, interning at our Poughkeepsie manufacturing facility,” says Maresca. “He completed four summer internships while studying engineering at RPI, gaining hands-on experience across teams. Today, he’s a key part of our Manufacturing Engineering team. His success is a testament to what’s possible when we invest early in future talent.”

For many employers, the idea of starting these relationships can feel daunting—but it doesn’t have to be. Building connections with schools, colleges, and potential interns doesn’t require a huge



Adam Carlock started as an intern and has found a home in the manufacturing sector.

investment of time or resources. In fact, many manufacturers build direct relationships with educators, guidance counselors and workforce programs to connect with students and promote career opportunities. Teachers and career counselors are often eager to work with industry partners; they just don’t always know how to

BUSINESS • GOVERNMENT • PUBLIC SAFETY • NOT-FOR-PROFITS



| Managed IT | Server & Network Support | Cloud & Web Services
| Wireless Systems | | Phone Systems | Cybersecurity |

PROUD CORPORATE SPONSOR
OF THE COUNCIL OF INDUSTRY
SPECIALIZING IN MANUFACTURERS

THE ONLY TRUE 1 BILL,
1 POINT OF CONTACT
FOR ALL THINGS IT

HQ 3188 Route 9W, Suite 1,
New Windsor, NY 12553

845.237.0000

fischsolutions.com

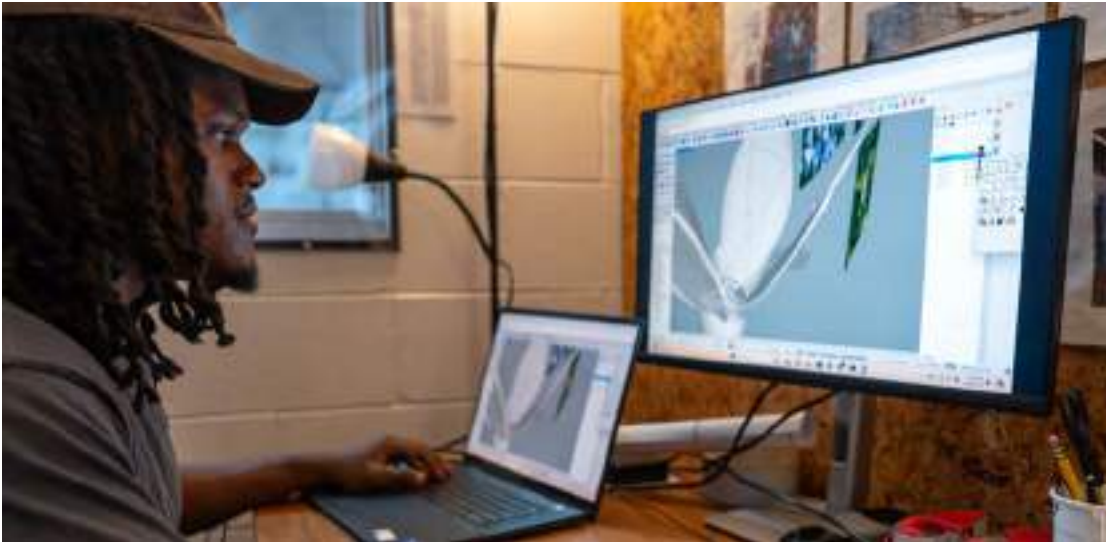
QUALITY FOCUSED

Inc.
5000 X2

2021 - 4,458
2022 - 4,756

10,000
small
businesses

CRN



Hanibal Grant is an apprentice with Dick Polich.

make the first connection but as more employers open their doors to interns, high schools and colleges are responding by building the infrastructure and support needed to expand experiential learning. Schools like Ulster BOCES and SUNY have prioritized these efforts, with Chancellor John B. King, Jr. stating, *“Internships and hands-on learning experiences are essential to prepare students for success after graduation. We are committed to expanding these opportunities across the SUNY system.”*

NATIONAL TRENDS CONFIRM WHAT LOCAL MANUFACTURERS HAVE LEARNED

The value of internships isn't just anecdotal—national data backs up what Hudson Valley manufacturers see every day. Internships continue to prove their value as an effective way to build a future workforce. According to the National Association of Colleges and Employers (NACE), 53% of interns were converted into full-time hires during the 2022–2023 period. While this is a slight dip from 58% the previous year—largely due to fewer offers being extended—the data underscores the critical role internships play in workforce development. Nearly 80% of employers also reported plans to maintain or increase their internship and co-op programs, reflecting a broad commitment as a strategic tool for recruiting and hiring the next generation of talent.

Here in the Hudson Valley, manufacturers are seeing similar results. Companies report better retention, smoother onboarding and stronger cultural fit among former interns who transition into full-time roles. Gilbert Guaring of UAP says their interns often envision long-term careers with the company. “By fostering a sense of belonging and providing hands-on experiences, we’re building future employees,” he explains.

A LONG-TERM INVESTMENT WORTH MAKING

Hudson Valley manufacturers know that building a strong workforce doesn't happen by chance. It takes a willingness to invest in the next generation. Internships offer a proven, practical way to do just that—providing students with meaningful experiences while helping companies develop future talent.

For manufacturers already engaged in internship programs, the payoff is clear: interns become trusted employees, ambassadors for the industry and often long-term contributors to their companies' success. Internships also allow both employers and students to assess cultural fit before making long-term decisions. When interns return during school breaks or accept full-time positions after graduation, companies save time and money on recruiting, onboarding and training. And by bringing in fresh ideas, updated skills and new perspectives from the classroom, interns can energize teams and add real value across the organization.

For those just beginning to explore internships, there are simple ways to get started—whether it's attending a career expo, reaching out to a local school or partnering with the Council of Industry.

These relationships don't need to be complicated or time-consuming, but they do require attention. The good news? Once those connections are made, they're often easy to maintain, and the long-term benefits far outweigh the effort.

As today's manufacturing landscape continues to evolve, it's the companies that invest in people—whether through internships, apprenticeships or training programs—that will build the strongest teams for tomorrow. The next generation of skilled, dedicated manufacturing talent is already here. The question is: will they find a future with you?



Emma Olivet is the Program Coordinator at the Council of Industry.

The next generation of skilled, dedicated manufacturing talent is already here.



TOM LaBARBERA
 photographer
 e-picturethis.com
 845-342-6709

JacksonLewis

We get work.®

Focused on labor and employment law since 1958, our 1,000+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business.

Robert J. Guidotti
 Principal, White Plains
 Robert.Guidotti@jacksonlewis.com

Thomas P. McDonough
 Principal, White Plains
 Thomas.McDonough@jacksonlewis.com

Otieno B. Ombok
 Principal, White Plains
 Otieno.Ombok@jacksonlewis.com

©2025 Jackson Lewis P.C. • Attorney Advertising • jacksonlewis.com

Get to know a banker who gets to know your business.

We take the time to understand what makes your business different, then offer solutions to fit your exact needs. From loans and lines of credit to treasury management, our financial services can help you reach your goals.



Let's start a conversation.

Call 1-855-278-8988 or visit tdbank.com/commercialbanking



Member FDIC. ©2021 TD Bank, N.A. and/or its affiliates. All rights reserved. The TD logo and other trademarks are owned by The Toronto-Dominion Bank and used under license. Equal Housing Lender. CD Loans subject to credit approval. Terms and Conditions may apply.



Titan Gilroy
TITANS of CNC-Academy, USA

Blaser. SWISSLUBE

"The best coolant I've ever used."

Do you know that proper use of the correct metalworking fluid has an extraordinary leverage effect on stability, quality, performance and therefore on the costs of your production? Our machining experts can help you turn your metalworking fluid into a key success factor.

Test us. It's worth it.
blaser.com/testus



Our Liquid Tool. Your Success.

LEADER PROFILE

ADAM BOSCH, PATTERN FOR PROGRESS | WITH HV MFG STAFF

DRIVING SOLUTIONS ON THE PRESSING ISSUES

HV Mfg sat down with Adam Bosch, President & CEO of Pattern for Progress, to discuss his career path and the organization's role in shaping the Hudson Valley's future. With a background in journalism and public policy, Bosch has built a career on uncovering facts, translating complex issues into actionable insights, and driving solutions to some of the region's most pressing challenges.

At the helm of Pattern for Progress, he leads efforts to tackle housing, workforce development, infrastructure, and economic policy—connecting the dots between data and decision-makers. Bosch shares his journey from investigative reporting to regional leadership, why research alone isn't enough to drive change, and how Pattern's work is shaping a more sustainable and prosperous Hudson Valley.

This year, Pattern celebrates its 60th anniversary of advancing regional solutions. The Council of Industry is proud to have been a founding member of this vital organization and is happy to help celebrate its achievements past, present and future.



HV Mfg: Thanks for agreeing to speak with us – let’s start with your background. Tell us a little about how you got to Pattern?

AB: I’ll tell the longish version. My educational background is in engineering and journalism, but mostly in journalism. I worked as a journalist for almost 15 years—mostly locally, including at the Times Herald-Record and The New York Times in Albany. In 2012, I was looking to use those skills in a different context and that’s how I came to Pattern for the first time. I was here for a single year as Vice President of Research. During that time, I worked on several reports, including an award-winning report on Rockland County’s budget deficit and the first edition of Closed Schools, Open Minds.

HV Mfg: That’s right, this role is almost full circle, where did you go after leaving Pattern in 2013.

AB: I went to work at the New York City water supply system for almost 10 years. I was their first public affairs and education director for the reservoir system north of the city. I spent a lot of time communicating with stakeholders and explaining the operational, protection and maintenance of the largest municipal water supply in the United States. It taught me how to make data-heavy subjects accessible to different audiences, whether that’s government officials, businesses, or the general public. And that’s exactly what we do at Pattern for Progress: gather data, analyze trends, and then communicate our findings in ways that help leaders and communities make informed decisions.

HV Mfg: How did you end up back at Pattern for Progress as CEO, and how has your background influenced your approach?

AB: When the former CEO announced he was leaving, I wasn’t initially thinking about applying. But the day the news came out, I got five text messages from different people saying, “Hey, you’d be good at that—you should think about it.” At first, I thought it was just a coincidence. But by the fourth or fifth message, I started digging into it.

Ultimately, I applied because of that encouragement. And when I reflected on why people thought I’d be a good fit, I realized it made perfect sense. The work Pattern does is very similar to what I did in journalism: find the facts, vet them thoroughly, package them in a way that’s digestible, and present them in a way that moves people to act.

In journalism I learned that you can’t go into a story with preconceived notions—you have to let the facts tell the story. We follow the data, vet it rigorously, and ensure that our recommendations are based on real evidence—not politics, not assumptions, and not what people want to hear, but what the facts support. That commitment to following the evidence—wherever it leads—is what makes Pattern’s work so valuable to the region.

HV Mfg: How has the transition been?

AB: I’d say the transition has gone well. One of the first things I did was look back at Pattern’s original articles of incorporation, which define its mission. They were written in a way that still holds up today—conducting research on regional challenges, doing that research without political aims or affiliations and promoting regional, countywide and local planning to improve quality of life. Our job now is to take those principles and apply them to today’s challenges, whether that’s housing, infrastructure, transportation or economic development.

I’ve focused on making sure our research is timely, relevant, and actionable. That means not just publishing reports but also following up—talking to policymakers, engaging with communities, and making sure that our research points toward real actions. For example, our housing reports have influenced local and state discussions, and our research on water infrastructure has pushed funding efforts forward.

HV Mfg: You’ve said that getting information out there in a meaningful way takes more than just a well-written report or an email blast. Can you elaborate on that?



Pattern CEO Adam Bosch (left) sat for a discussion with New York City Planning Commissioner Dan Garodnick to discuss functional partnerships between the Hudson Valley and New York City on economic development, transportation, food and agriculture, and other key regional topics.



Along with its regional planning and research projects, Pattern often hosts regional conversations about key issues affecting the Hudson Valley. Civic leaders from across the region attended this one at Marist University in Poughkeepsie to learn about emerging partnerships between New York City and the Hudson Valley.

AB: Absolutely. I burn a lot of tire rubber and shoe leather because simply publishing a report isn't enough. I don't want to offend anyone, but the reality is that people don't read the way they used to. They're bombarded with information from all directions, in every format imaginable. We could put out the most well-researched, well-written 40-page report, but that alone isn't what starts conversations or drives change.

What moves the needle is direct engagement—getting in front of the right people and having meaningful conversations. When I can explain the research in a way that resonates with their real-world challenges, that's when they start to engage.

That said, the research still plays a critical role—it's the foundation for everything. The report itself may not be the catalyst, but it gives us the substance we need to craft compelling presentations and frame discussions in a way that makes the issue feel real and urgent. Once we've captured their interest and shown them why it matters, then people will go back to the report, dig deeper, and appreciate the detail.

HV Mfg: How has Pattern's research changed over time.

AB: Like I said earlier, Pattern was founded with three main objectives and those objectives still hold true today. Specific topics might change—transportation in the past might have meant Stewart Airport and Metro-North, while today it includes electric vehicles and microtransit. Housing discussions used to be about sprawl, but now they're about affordability and walkability. The core mission stays the same, but how we apply it evolves with the times.

The work we do is driven by what I call a **spirit of service**—not just acting as a think tank that collects and publishes information, but as a true partner in turning research into action.

HV Mfg: I love that and know it to be true, but that can't be easy, how do you approach that?

AB: A big part of that approach is captured in the phrase “Talk with you, not at you.” That idea actually comes from something I used to hear on ESPN Radio back in the late '90s and that always stuck with me because it reflects the kind of communication I value—engaging people in conversation rather than just broadcasting information at them.

For example, we recently completed a study on childcare challenges in the region. Instead of just publishing it and moving on, we're actively meeting with policymakers and stakeholders and helping them think through solutions. We are talking with them, not at them.

HV Mfg: In what other ways does Pattern for Progress intersect with manufacturing in the Hudson Valley?

AB: Manufacturing is deeply connected to several of the biggest challenges we work on—workforce development, housing, infrastructure, and even childcare. If you want to have a successful business in this region, you need workers. But the reality is that the regional workforce is steadily shrinking due to socioeconomic and demographic trends. That leads directly to broader issues like where those employees will live, how they'll get to work, and whether they have access to the support systems that make working possible.

Take housing, for example. If we don't have a full spectrum of housing options across all income levels, then we won't have places for workers to live. It's not just apartments or single family homes – the real need is for a full range of options at different price points. Without that variety, we limit who can afford to live and work here, creating a direct workforce issue for manufacturers.

Infrastructure is another critical factor for manufacturers, both water and power. High-quality, reliable water is essential for everything from cooling systems to production processes. But that water is only available if the infrastructure to collect, treat, and deliver it is well-maintained. The same is true for power. Manufacturers depend on stable, consistent energy to keep their operations running efficiently. When either system is outdated or failing, production suffers. That's why we advocate for capital investment in infrastructure upgrades—because without reliable water and power, manufacturing can struggle.

HV Mfg: Absolutely. In addition to the partnership with the Council and our members, Pattern for Progress is known for bringing people and organizations together to solve regional challenges. Can you share an example of how you facilitate partnerships and drive collaboration?

AB: Sure. One example is transportation. Businesses in the region often struggle to fill jobs, not because people don't want to work,

Leadership isn't about passing the buck—it's owning your work, standing behind your team, and being willing to defend it.
Leadership is not about grand gestures; it's about showing up every day, doing the work.

but because they can't get to locations that have job openings. Many potential employees don't have a driver's license, and our public transportation system isn't built to connect them to key employment hubs like iPARK, Legoland, Woodbury Common, or manufacturing companies.

That's why we're paying close attention to innovative solutions like the on-demand microtransit system that Putnam County is piloting. The new form of public transit will likely be more efficient and effective than traditional fixed-route bus systems. Our job is to connect the dots—to highlight solutions that are already working in one part of the region and help other communities see how they could adapt them to meet their own needs.

HV Mfg: Speaking of workforce and workforce challenges, you've mentioned that young adults face a lot of pressure about career pathways, what advice do you have for students or graduates looking ahead?

AB: I taught at SUNY New Paltz for about 10 years, mostly juniors in their first year of major coursework in journalism. My class was investigative reporting, which was one of the more intensive courses. The class required students to go out and interview people—so it was a big shift from classroom learning to journalism fieldwork. I saw firsthand that many students reached that point in their major and realized they didn't actually want to do it. Every semester, I had students come to me—sometimes in full panic mode—saying, "Being in this class made me realize I don't want to be a journalist. But now I feel like it's too late to change paths."

HV MFG: We hear that all the time, there's a lot of pressure on students, what was your advice?

AB: I told my students take a notebook, go down to the rail trail, take a walk, and when you find a bench, sit down and make two lists—a list of your talents and a list of your interests. Because they are not the same thing.

For example, I was talented at engineering, but I left engineering school because I wasn't that interested in it. On the flip side, I'm interested in basketball, but I'm not talented enough to play in the NBA. But somewhere at the intersection of your talents and your interests, there is a body of jobs. And those jobs are where you'll thrive—because they match what you're good at and what you love doing.

This advice really gave the students new energy and enthusiasm about their futures. They would come back with all kinds of new ideas for the careers and professions that they might want to pursue. Some of my students went on to careers totally outside journalism—nursing, politics, teaching—because someone helped them to think beyond the college path they chose when they were 17 years old. It's really unfair that we force young people to choose their careers so early, before we've made any reasonable attempt to expose them to the hundreds of options that might match their talents and interests.

HV MFG: We completely agree, sometimes the ability to change directions is critical. Tell me a little more about your leadership perspective – how do you approach your role at Pattern?

AB: For me, there's a little bit of an ethical bend to leadership. It means being responsible, fair, honest, thorough and accurate. More than anything, I try to do my work with a spirit of service and an open mind. Leadership is not about grand gestures; it's about showing up every day, doing the work, and acting in the way I'd want everyone to act, working in a way I'd want everyone to work – which means working hard and complaining very little.

HV Mfg: What kind of leadership behaviors do you try to model?

AB: I learned one of my earliest lessons in leadership during my first big newspaper job. If someone called in to criticize a story that we knew was factual, we had editors who wouldn't back down. Two in particular—Adrienne Reilly and Paul Brooks—stood out to me. If someone called to complain, they wouldn't brush it off or shift blame. Instead, they'd grab a notebook and say:

"Okay, let's go through every single fact in this story. Show me exactly where we got it wrong and provide me with evidence."

Most of the time, the person on the other end would freeze up, not expecting that level of accountability. They were upset that we found and reported the facts, and our editors were willing to stand up for work that was well reported and fact-checked. That experience taught me that leadership isn't about passing the buck—it's owning your work, standing behind your team, and being willing to defend it.

HV MFG: You've faced some personal challenges, including being a two-time cancer survivor. How has that experience shaped your perspective and leadership?

AB: I don't talk about it often, but I've battled cancer twice—first a blood cancer in college and then a rare cancerous tumor in my neck during my first few months as CEO at Pattern for Progress. Going through that changes how you see everything. It forces you to be responsible for your own outlook, to be honest about what you can and can't control, and to stay as fair and kind as possible, even on the hardest days.

More than anything, it reinforced what I already believed about leadership and life: work hard, don't complain, and stand by your decisions. When you're in a fight like that, you don't waste energy on excuses.

When I rang the bell after my final cancer treatment, it didn't feel like the finish line. It felt like the starting bell. Like an engine revving up. It was a reminder that you don't get unlimited time, so you better make the most of what you've got.


HV MFG: Thank you for sharing your story.




ECONOMIC IMPACT IN THE MID-HUDSON VALLEY: **\$2.6 BILLION**

Central Hudson is proud to serve 315,000 electric and 90,000 gas customers while contributing to the local economy.

EMPLOYMENT




5,324 JOBS
1,839 direct; 3,485 indirect



Each Central Hudson job leads to 1.9 additional jobs

\$456m TOTAL PAYROLL
From direct and indirect employment, including impacts of capital expenditures and operations

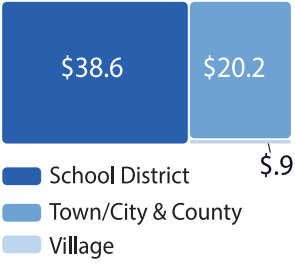
TAXES



\$100m TAXES 2023

- Property Tax
- Income Tax
- Sales Tax, Capital Expenditures
- Sales Tax, Employees
- Other Taxes

Property tax breakdown
Millions of dollars; 2023



- School District: \$38.6
- Town/City & County: \$20.2
- Village: \$0.9

ECONOMIC DEVELOPMENT & PHILANTHROPIC ACTIVITY (2021-23)



\$1M ECONOMIC DEVELOPMENT
Includes manufacturing, building revitalization and shovel-ready sites



\$2m PHILANTHROPIC ACTIVITY
Includes arts & culture, health & wellness, education, community support & more




VIEW THE FULL ECONOMIC IMPACT REPORT:
www.CentralHudson.com

All data comes from 2023 unless otherwise noted. Some numbers are estimates.

MANUFACTURING TRENDS

PKF O'CONNOR DAVIES ACCOUNTING | BY JOHN WOCHINGER AND GIOVANNI RIVERA

USING AI TO TRANSFORM YOUR SUPPLY CHAIN



CRITICAL TIPS FOR MANUFACTURERS

As artificial intelligence (AI) evolves, it proves to be an effective tool for businesses. Companies can use it to reduce costs, improve product quality and enhance efficiency, compliance and risk management, ultimately leading to higher overall performance. Manufacturing companies, in particular, can boost competitiveness, improve profitability and drive innovation by integrating AI into their supply chain management, enabling employees to shift their time and focus to more strategic, innovative aspects of their operations.

"Quality Assurance, Inventory Management, Supplier Selection and Delivery Logistics greatly benefit from AI adoption.

As we look across various manufacturing functions, we find four that will greatly benefit from AI adoption: Quality Assurance, Inventory Management, Supplier Selection and Delivery Logistics.

1. QUALITY ASSURANCE: DETECT PRODUCT DEFECTS AND THEIR CAUSES

Detecting complex or even subtle product defects and identifying the root cause of a quality issue can be difficult to achieve by human inspection alone; AI technology can simplify this. Integrating AI embedded with algorithms such as machine- and deep-learning models into the quality assurance process can help streamline and expedite the detection of product errors and defects.

- **Benefits:** Allowing management to recognize quality issues earlier in production helps companies save resources and minimize costs associated with reworking or scrapping faulty products. Since AI systems can continuously learn and adapt to new data, their accuracy improves over time. By analyzing new and historical product defects, AI models can even help prevent future product failures.

- **Examples of Use:** The automotive industry is using deep learning algorithms such as convolutional neural networks (CNN) and advanced vision systems to identify aesthetic or structural problems with precision and improve the reliability and safety of new vehicles.

2. INVENTORY MANAGEMENT: OPTIMIZE LEVELS AND AVOID OBSOLESCENCE

Effectively managing inventory is a critical factor of profitability for manufacturers. Yet being able to match product types, features and quantities across markets and knowing in advance when to upgrade or sunset a product is tricky to balance. AI can provide the tools to help manufacturers optimize inventory levels and manage obsolescence. Machine-learning technology has been used for many years for predictive analysis to perform various functions in multiple sectors. The capability of identifying patterns in the datasets along with the built-in intelligence of deep-learning and neural networks is making the technology so powerful.

- **Benefits:** Utilizing machine-learning algorithms to analyze historical sales data and patterns, market trends and customer behavior helps accurately forecast future demand and identify products at risk of becoming obsolete. It allows businesses to take

proactive measures to reduce overstocking and related costs. The ability to view and track inventory levels along the supply chain at any given time provides enhanced visibility, allowing manufacturers to respond to disruptions more efficiently. Information collected from point-of-sale locations, customer reviews from various sources and social media posts can be analyzed using AI to gather



information that can generate alerts for demand changes due to various factors. Management can adjust their production levels by anticipating fluctuations in demand, such as panic buying, which in turn helps optimize warehouse capacity.

- **Examples of Use:** Amazon Forecast is an example of a fully managed service that uses statistical- and machine-learning algorithms to deliver time series forecasts. According to Amazon Web Services, More Retail Ltd. (MRL), one of India's top grocery retailers, used Amazon Forecast to increase its demand forecasting accuracy from 24% to 76%, reducing wastage by up to 30% in the fresh produce category.

3. SUPPLIER SELECTION: LET AI DATA DIRECT YOU TO THE BEST

Being able to objectively collect and compare key data sets across suppliers over time is invaluable to help select the best for your business. AI can help by analyzing supplier performance metrics such as delivery times, quality, past performance reviews and cost to objectively assess a supplier's reliability and consistency.

- **Benefits:** AI can provide a more comprehensive and accurate assessment of potential suppliers and match specific procurement

needs with the capabilities of potential suppliers, identifying those that best meet required specifications.

- **Examples of Use:** Use AI to identify potential risks associated with a supplier, such as financial instability, compliance issues or geopolitical concerns to help proactively mitigate.

4. DELIVERY LOGISTICS: PLAN SMARTER ROUTES

Inefficient delivery routes cause a myriad of problems for manufacturers that can increase travel time/cost for delivery staff, vehicle fuel consumption and delivery times to customers. AI can be used to optimize delivery logistics by enabling smarter route planning designed to reduce travel/delivery times, consumption and cost.

- **Benefits:** Route optimization software and AI-powered GPS tools can optimize delivery logistics by creating the most efficient



routes for fleets depending on road conditions and other factors. The technology has multiple levels of complex features and algorithms that are implemented within AI models for various tasks.

- **Examples of Use:** Algorithms such as ant colony optimization, dynamic programming, deep reinforcement learning, logistic regression and K-means clustering are used for classifying, understanding volume and regulating inventory logistics. Gradient

FAIR-RITE

Manufacturing in Ulster County for over *70 years*

To keep up with Fair-Rite's:
Job Opportunities, Product Offerings and how we can continue to be *YOUR SIGNAL SOLUTION*[®]

Check out **FAIR-RITE.COM**

YOUR SIGNAL SOLUTION[®]

Integrating AI into normal operations is a cost-effective solution that improves operating efficiency.

boosted machines are used for ranking and prioritizing shipments by learning complex interactions between features and other analyses involving sales volumes, customer value to the company, contractual requirements and product availability. Time series forecasting, polynomial regression and recurrent neural networks are used for predicting deliveries, distance or consumption based on multiple parameters.

LET AI DO ITS JOB. FREE YOUR COMPANY TO STRATEGIZE AND INNOVATE

As AI continues to evolve, manufacturing companies will have the opportunity to capitalize on its many benefits. Integrating AI

into normal operations is a cost-effective solution that improves operating efficiency, enhances contract review, optimizes inventory levels and allows management to redirect labor resources to other critical areas.

Contact Us. Our specialists at PKF O'Connor Davies can help your company review its current operations, identify the AI technology that makes the most sense and design an appropriate implementation plan. If you have any questions or would like to discuss further, please contact our client service team.

Giovanni Rivera, CPA Director at PKF O'Connor Davies.



John Wochinger CPA Director at PKF O'Connor Davies.



SAFETY THROUGH MECHANICAL INNOVATION

Commercial • Industrial • Pharmaceutical • Healthcare

- Process Piping
- Pipe Prefabrication
- Plumbing
- Heating/Ventilation/Air-Conditioning
- High Purity Orbital Welding
- Clean Room Pipe Prefabrication
- Institutional Lab Plumbing
- Data Center HVAC
- Design/Build Assist
- BIM/Virtual Design/3-D Drafting
- QA/QC
- Service/Repair/Maintenance

We provide innovative mechanical solutions with higher standards, prioritizing our commitment to safety first!

We have also been recognized for our safety accomplishments by MCAA, High Wire, and NESCA











800-587-5267 • www.armisteadmechanical.com



Military-Grade Security For Factories In a Box

- Trout Cyberbox continuously protects your sensitive assets and data, for 24/7 security.
- Easily set up key-card access for secure individual logins, to your machines and data.
- Designed and manufactured in the Hudson Valley.



- CMMC & ISO27001
- Remote Access
- 100% N Alternative
- Cybersecurity
- Key card Login
- Zero-Trust
- Maintenance

+1 646 215 1815

www.trout.software

Why choose Ulster Savings Bank?

We are an award-winning bank recognized for service, safety, reliability, community impact, and a great place to work.

Your business deserves the very best!



Ulster Savings

Call 845-338-6322 | Visit UlsterSavings.com/Business

Locations in Dutchess, Ulster, and Orange County | Equal Housing Lender | MEMBER FDIC

COMPANY PROFILE

SUN CHEMICAL | BY COUNCIL OF INDUSTRY STAFF

A WORLD OF COLOR: EFFECT PIGMENT INNOVATION



Sun Chemicals portfolio offers exciting ranges of pearlescent color options for their customers. Pictured above is a glimpse of several products the Sun Chemical Peekskill site has to offer to service the Automotive, Cosmetic and Industrial markets.



We often say that the manufacturing sector in the Hudson Valley is rich and diverse. Firms in our region produce a wide range of products – from the familiar like semiconductors, mainframe computers and bakery supplies – to the less familiar such as wax room equipment, pneumatic seals and ferrite cores.



Sun Chemical Peekskill Site Leadership Team. Front Left: Dave Roberts, Operations Manager, Front Center: Gary Hutchison, Site Director, Front Right: Geoff English, Operational Excellence Coordinator, Back Left: Bill Dolack, Site Controller, Back Right: Ben Pells, Quality Manager.

This edition's company profile is of a firm that manufactures products that most of us have never heard of, yet we see them, and use them, in a variety of ways every day of our lives. The Company is Sun Chemical and the product is effect pigments.

Sun Chemical's Peekskill site, with its rich history dating back to 1952, stands as a beacon of innovation and excellence in the production of effect pigments. Nestled near the Hudson River, its 24-acre facility has evolved through decades of change to become a critical player in global pigment production. From its beginnings under the Mearl Corporation to its current role as part of Sun Chemical, the Peekskill site exemplifies resilience, innovation, and a commitment to quality.

■ WHAT IS AN EFFECT PIGMENT?

Effect pigments are material colorants that give additional color effects, such as angular color dependence or texture, when applied in an application medium. Effect pigments reflect light in unique ways to produce color variations, luster, sparkle, shimmer and more. Two-dimensional metallic pigments use small, flat pieces of metal to reflect light and produce a luster. Metallic flake pigments can be solvent- or waterborne and have either leafing or non-leafing flakes.

Sun Chemical Color Materials in Peekskill offers a broad portfolio of colorants to meet the individual needs and requirements of customers in the coatings, cosmetics, plastics, printing and specialties markets. These include natural and synthetic mica and borosilicate glass-based pigments.

■ FROM NATURAL PEARLS TO GLOBAL IMPACT

The journey of the Peekskill site began in 1925 when Burton Turner and Henry Mattin operated a natural pearl pigment factory in Eastport, Maine. By 1933, the two men officially formed the Mearl Corporation, laying the groundwork for a company that would become synonymous with high-quality pigments.

The company saw its ups and downs throughout the 1930s and 40s but the ultimate trajectory was one of growth. In 1952, Mearl opened the Peekskill facility and it quickly was established as the primary pigment production site for the company. Over the decades, the site transitioned through various ownerships — Engelhard Corporation in 1996, BASF in 2006 and finally Sun Chemical in 2021.

No matter the owner, Peekskill has always been home to world-class pigment production, research and development. Each chapter of its history has been marked by growth and adaptation including notable milestones such as the start of iridescent film production in 1978 and the introduction of oxide-coated mica pigments, which remain a cornerstone of Peekskill's output today.

Site Director Gary Hutchison notes that with each transition, the site has embraced new challenges and opportunities, solidifying its reputation as a leader in effect pigments. "This site is known within the pigment industry as a leader in R&D and quality. From the very beginning in the early 1950s to today Peekskill is on the cutting edge of effect pigment innovation."

■ A HUB FOR RESEARCH, DEVELOPMENT, AND PRODUCTION

The Peekskill site is not just a manufacturing facility; it is a hub for innovation and precision. Its expertise lies in producing effect pigments, which are used across industries like cosmetics, automotive finishes, and high-end coatings.

Hutchison ticks off some of the capabilities of the Peekskill site and its team.

“Our site has plenty of the industry’s most advanced equipment, all of which are computer controlled and monitored. Our experienced operators can handle the most complex production processes.”

Those processes are used to make over 500 unique products, with many requiring multiple coatings and long production cycles. “Some of those cycles can take weeks to perform depending on what raw material we are using and what the customer’s desired color and effect is,” Hutchison says.

Just as important as the company’s expertise in the process of making the pigments is their materials expertise. To produce the desired outcomes Sun Chemical’s engineers work with many raw material inputs, including natural mica, synthetic mica, borosilicate glass flake, nitric acid, ferric chloride and titanium oxychloride. Each, when processed in certain ways, will produce a different color and effect.

In close coordination with local process development teams, most new effect pigments are scaled up and commercialized at the Peekskill site. This emphasis on innovation ensures that Sun Chemical remains at the forefront of the pigments industry.

“There are so many different combinations and formulations,” Hutchison adds. “But we are capable of more and our team is always working with customers to develop new ones.”

■ A LOCAL SITE WITH CUSTOMERS WORLDWIDE

While deeply rooted in the Hudson Valley, the Peekskill site’s impact extends far beyond. Serving markets in North America, Europe, Asia and South America, the facility is a global player in the pigments industry. This global footprint underscores the site’s importance in meeting the diverse needs of its international clientele.

From plastics and consumer products to automotive coatings, printing and personal care products, customers come from nearly all sectors of the economy. Their products may well be in your eye shadow, the paint on your car, the ink in your magazine and the fabric on your sofa.

The diverse portfolio provides opportunities for growth, as well as some protection from economic downturn. Frequently when one sector is down, another is up, providing a modicum of stability.

■ RESILIENCE AMID CHANGE

Operating in a dynamic industry, Sun Chemical’s Peekskill site has faced its share of challenges. From navigating supply chain disruptions to adapting to inflationary pressures, the facility has demonstrated remarkable resilience. Investments in advanced technologies, sustainable practices, and employee development have helped the site maintain its competitive edge.

The team’s commitment to quality and innovation ensures they remain agile in the face of industry changes. By focusing on long-term goals and steady growth, the Peekskill site continues to thrive despite external pressures.

■ WORKFORCE IS THE KEY TO QUALITY AND PERFORMANCE

Key to the success of the site is its high performing team of employees. A wide range of skills and talent work to ensure that each process making each product is designed and executed to the highest level of precision. From engineers and technicians to operators, material handlers and quality assurance technicians, every one of Sun Chemicals’ Peekskill employees work together to minimize waste and ensure that the highest quality products are delivered to customers.

“We have some great people here who are highly skilled and very dedicated to their



The Laboratory testing of Sun Chemical’s products is vital to our customers success. Pictured above Ava Fashaw, Quality Control Lab Technician, checks to ensure our pearlescent product is free from contaminants prior to being approved for packaging.



R&D and Production starts in the lab. Here Renee Barney, Chemist, samples a lab coating run as it progresses to completion for one of our newest additions to the exciting colors the Sun Chemical Peekskill Site has to offer.

Because so much can go wrong with batches making their way through the process a great emphasis is placed on quality and quality monitoring. Samples are drawn and tested throughout the process to ensure accuracy.

There are several quality labs on the factory floor where quality assurance technicians are constantly sampling and testing to ensure the quality of the batch. "It's mostly science but there's also a little art to it as well." Hutchison says. "The techs can look at a sample and see that the batch may need to spend more time in the reactor or maybe the temperature needs to be lowered slightly. Ultimately our customers expect a certain

jobs," Hutchison says. "Their commitment to safety and quality is why we are the industry leader."

color and effect from our product and our team is here to make sure they get it."

ARNOFF
GLOBAL LOGISTICS

**100 YEARS OF
EXCELLENCE IN
LOGISTICS SERVICES**

Since 1924, Arnoff has been the trusted name in moving - anything, anywhere. From transportation and rigging of heavy machinery to secure storage for high-value items and manufacturing equipment, Arnoff Global Logistics has you covered. Trust our expertise to ensure safe and efficient handling every step of the way.

Contact Us for
a Free
Consultation

arnoffgl.com
(845) 471-1504

■ SAFETY FIRST AND ALWAYS

Workplace safety is integrated into everything that happens at Sun Chemical's Peekskill site. From entering and exiting the parking lot and the buildings to the handling of chemicals and equipment, the safety of the employees is the first consideration. All employees don personal protective equipment, including hard hats, safety glasses, steel-toed shoes and respirators where appropriate. Safety reminders are everywhere throughout the facility and all visitors receive a safety presentation and must pass a quiz to be allowed to tour the plant.

"We take safety very seriously. It is incorporated into every aspect of the operation," Hutchison said. "For our team safety is second nature – but we never assume and are always vigilant."

■ CHALLENGES AND OPPORTUNITIES

The company faces a number of challenges as it looks to the future. One challenge comes in the form of competition from Asian firms that undercut pricing due to lower labor costs and less stringent environmental regulations. Another significant challenge facing the Peekskill operation is finding the skilled workers necessary to not only grow the business but replace retiring skilled engineers and operators. The site currently has several openings for technical positions and is facing challenges filling those roles.

"To become a truly skilled operator takes a certain amount of aptitude, a great attitude, and time." Hutchison says. "We have several openings right now and are also looking at several dozen retirements from key positions in the coming years. Our challenge is to fill those positions with the right people."

■ SUSTAINING EXCELLENCE

As Sun Chemical looks to the future of the Peekskill site, its focus remains on refining its product lines and exploring new opportunities for innovation. The company is committed to sustaining the legacy of excellence established by generations before, while also embracing the challenges of a rapidly changing industry.

"We're going to continue to run our path slow and steady," says Gary Hutchison, Peekskill Site Director for Sun Chemical. "With the dedication we have in our employees, the products we turn out, and the customer service we provide, I believe we provide great value to our customers."

Sun Chemical's Peekskill site, like so many other Hudson Valley manufacturers, is a global leader in its field, hidden in plain sight. Its effect pigments are found in products we use every day from cosmetics and plastics to automotive paint and inks. So next time you notice the really cool paint on that car in the parking lot, or the shimmer in the eyeshadow on the model in the fashion show, think to yourself "I bet that effect came from Peekskill."

Through its dedication to innovation, sustainability and community, the site is well-positioned to continue its legacy of excellence for decades to come.



CATANIA, MAHON & RIDER, PLLC
ATTORNEYS AT LAW

Celebrating more than

50
Years

**of serving the Hudson Valley's
business and professional
community.**

Business Transactions



Construction Law



Land Use & Development



Commercial
Litigation



Business
Succession &
Estate Planning

641 BROADWAY
NEWBURGH, NY

WWW.CMRLAW.COM

(845) 565-1100

Excellence

Innovation

Integrity





Kickstart, Expand, or Elevate Your Career!

SUNY Orange Plus programs are crafted to efficiently train or upskill you for a rewarding career with a sustainable salary and comprehensive benefits to succeed in a competitive work market. Join the ranks of our alumni who have launched or enhanced their careers upon completion of our practical classes and degree programs such as:

- **Advance Manufacturing Programs**
- **Commercial Driver's License (CDL): Class A**
- **FoodTEC (food, beverage, hospitality)**
- **Healthcare Certifications**
and More!



We pride ourselves on offering affordable, flexible, and convenient programming, ensuring that you can access quality training that fits into your busy lifestyle.

SUNY ORANGE PLUS

Learn more about the many great course offerings and programs with SUNY Orange Plus. Ready to get started? Apply for classes today!

LEARN MORE



CYBERSECURITY MATURITY MODEL CERTIFICATION VERSION 2.0 COMPLIANCE



As the digital landscape continues to evolve, manufacturers are facing increasing pressure to enhance their cybersecurity measures. With the rise of Industry 4.0 and the Internet of Things (IoT), protecting sensitive information has never been more crucial. Enter CMMC 2.0—a framework designed to fortify defense contractors against cyber threats while ensuring compliance with government standards.



But what does this mean for manufacturers? Understanding CMMC 2.0 is essential not just for compliance, but for safeguarding your operations and maintaining trust in a competitive market. Whether you're new to the concept or seeking clarity on its implications, navigating these waters can be daunting. Let's dive into what you need to know about CMMC 2.0 compliance and how it can impact your manufacturing business in today's tech-driven world.

WHAT IS CMMC 2.0

CMMC 2.0, or Cybersecurity Maturity Model Certification version 2.0, is an updated framework aimed at enhancing cybersecurity across the defense industrial base. This new model simplifies compliance by reducing the number of required levels from five to three. It focuses on a risk-based approach that accommodates various types of organizations.

CMMC 2.0 emphasizes essential security practices and controls tailored specifically for contractors working with the Department of Defense (DoD). The goal is to protect sensitive information from cyber threats in an increasingly interconnected world. Emphasizing alignment with existing frameworks like NIST SP 800-171, CMMC 2.0 promotes a more streamlined process for manufacturers seeking certification while ensuring robust protection against evolving cyber risks.

As companies integrate IoT devices into their operations, understanding CMMC becomes crucial for maintaining data integrity and securing valuable assets within this complex landscape. This is because IoT, Industry 4.0, devices are often overlooked and a common point of entry on cyber attacks. Often IT teams keep on top of the critical infrastructure items like firewalls, computers and servers but beyond that is often overlooked.

WHAT ARE THE CRITICAL CONTROLS OF CMMC 2.0?

CMMC 2.0 introduces a refined framework aimed at bolstering cybersecurity across the Defense Industrial Base (DIB). At its core, it emphasizes three levels of maturity, each with distinct controls

tailored to different types of contractors.

The critical controls include access management, asset security and incident response protocols. These elements are vital for protecting sensitive information from cyber threats. For manufacturers, securing IoT devices is essential as these become integral in Industry 4.0 environments.

Moreover, continuous monitoring and risk assessment practices ensure that systems remain robust against evolving attacks. The emphasis on documentation and training fosters a culture of cybersecurity awareness among employees.

As organizations navigate through compliance requirements, understanding these critical controls becomes paramount for maintaining operational integrity and trustworthiness within the supply chain ecosystem.

WHAT ARE THE MOST CHALLENGING AREAS OF CMMC COMPLIANCE?

Navigating CMMC compliance can be daunting for manufacturers. One of the most challenging areas is documentation. Keeping accurate records that align with the required practices takes time and expertise.

Another hurdle lies in understanding the specific requirements of each level. Many organizations struggle to grasp what controls apply to their operations, especially as they relate to IoT devices integral to Industry 4.0 transformations.

Training employees presents its own set of challenges. Ensuring that all staff understand cybersecurity protocols is vital but often overlooked amid daily production pressures.

Furthermore, integrating existing systems with new security measures can lead to compatibility issues. Manufacturers may find themselves balancing operational efficiency with rigorous security standards.

Ultimately, staying updated on evolving CMMC guidelines adds another layer of complexity, leaving many feeling overwhelmed by an ever-shifting landscape in cybersecurity demands.

WHY YOU SHOULD OUTSOURCE CMMC COMPLIANCE

Outsourcing CMMC compliance can be a strategic decision for many manufacturers. Engaging with specialized firms allows companies to leverage expert knowledge and save valuable time. With the rapidly evolving landscape of cybersecurity, especially in sectors embracing Industry 4.0 and IoT technologies, staying ahead is crucial.

CMMC requirements can be intricate and demanding. By outsourcing compliance efforts, your team can focus on core business processes while ensuring that regulatory obligations are met effectively. Compliance specialists bring tailored strategies designed specifically for your industry's unique challenges, which often makes navigating complex controls much simpler.

Additionally, these external partners stay updated with the latest changes in regulations and technology trends. This ensures that your manufacturing operations not only meet current standards but also adapt quickly to any future requirements.

Choosing to outsource may also provide cost savings in the long run. Avoiding potential fines or security breaches due to non-compliance could outweigh initial investment costs associated with hiring experts.

A common factor in small- to mid-sized manufacturers is that IT support and management is often outsourced or if internal, the teams are 1-4 people in size. Often these internal teams do not have the resources to manage the scale of CMMC and outsourced IT firms may not have the expertise in compliance work.

For manufacturers looking toward sustainable growth within an increasingly digital ecosystem, understanding CMMC 2.0 is essential—especially if you want to protect sensitive information while innovating efficiently within the realms of IoT and Industry 4.0 advancements.

WHO IS THE AUTHOR

Fisch Solutions is a Hudson Valley based IT Managed Services Provider (MSP) who specializes in IT Support, Cybersecurity, and Compliance. In business for over 20 years, Fisch got its start in the 1990s when founder Jason Fisch built Beacon NY's first website at age 15. From there the firm grew to being the largest IT MSP in the region and has been featured in INC Magazine's INC5000 list twice of fastest growing businesses in America. The firm prides itself on innovation, customer support, and unique services. Fisch offers all your IT needs, under one roof and under one bill.



Jason Fisch is the founder of Fisch Solutions, a Hudson Valley IT service provider.



**WELLS
FARGO**



We measure
our success by
your success

Wells Fargo makes it our business to know your business. We take the time to listen and learn about your business and its operations, growth opportunities, and challenges, so we can offer relevant and informed recommendations.

Talk to Wells Fargo. No matter where you are in your business life cycle, we can help you explore possibilities and capitalize on opportunities.

Commercial Banking
Shalyn Courtenay
Regional Sales Manager
914-286-5069
shalyn.courtenay@wellsfargo.com

© 2025 Wells Fargo Bank, N.A. Member FDIC

TRUMP 2.0: LABOR AND EMPLOYMENT CONSIDERATIONS FOR EMPLOYERS



Donald J. Trump returned to the Presidency for a second non-consecutive term on January 20, 2025. After taking office, President Trump issued hundreds of Executive Orders, many with a direct impact on employers of all shapes and sizes. Since the EOs and other government actions, a flurry of court challenges filed by various interest groups have followed.

Considering the pace of EOs and court challenges, it is difficult for employers and their counsel to keep up, much less predict how it will shake out between the writing and printing of this article. Hopefully, some practical guidance for manufacturing employers will follow.

THE NLRB AND EEOC LACK A QUORUM

In the first days of his administration, President Trump removed Charlotte Burrows and Jocelyn Samuels from the Equal Employment Opportunity Commission, ending a Democratic Commission majority and leaving the commission with two members. President Trump also removed Board Member Gwynne Wilcox from the National Labor Relations Board, also leaving two Board members. As a result, both the EEOC and NLRB lacked a quorum necessary for these agencies to conduct some business. On March 5, 2025, a federal judge issued an injunction ordering Wilcox reinstated to the NLRB. On March 11, 2025, the Trump administration appealed the judge's order reinstating Wilcox to the NLRB.

Also, at the EEOC, Republican Commissioner Andrea Lucas was named acting chair. President Trump also fired General Counsel Karla Gilbride and appointed Andrew B. Rogers as acting general counsel. Rogers previously served as chief counsel to Acting Chair Lucas.

After her appointment, Acting Chair Lucas set forth to implement policies reflecting the president's Executive Order 14168, "Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government." Lucas announced the EEOC's priority to "defend the biological and binary reality of sex and related rights, including women's rights to single-sex spaces at work." She also ended the use of the "X" gender marker and "Mx." prefix for the charge intake and removed materials promoting "gender ideology" from the Commission's websites and documents.

IMPACT ON LITIGATION

The lack of an EEOC quorum may affect new litigation filings. Under a prior Commission resolution, the Commission must approve certain types of litigation, such as pattern and practice cases and systemic litigation. Although other cases are delegated to the acting general counsel, there is no current mechanism for the Commission to approve pattern and practice or systemic cases without a quorum. The existing delegation makes clear that an acting general counsel can still file new litigation when the EEOC lacks a quorum if the case does not fall within the categories that require a Commission vote.

The EEOC will likely initiate litigation on issues Acting Chair Lucas has championed in the past and in her policy statement, such as alleged illegal DEI policies that make race- and sex-conscious hiring decisions, pregnancy discrimination, religious discrimination and accommodation issues. Litigation already pending is likely to continue, though Acting General Counsel Rogers may have new views on the merits and strategies used in these cases. Cases involving issues that contradict the acting chair's policy initiatives could be withdrawn.

EEOC field offices will continue to investigate charges, both existing and new filings. This includes any existing Commissioner charges, even those of Commissioners no longer at the agency. Additional processing requirements could be implemented for certain categories of cases other than charges involving transgender issues, which are to be referred to EEOC headquarters for centralized processing.

Helping businesses thrive
is important.

At M&T Bank, we understand that small business is the lifeblood of any thriving community. Which is why we are committed to providing our support and keeping our lending decisions local. See what we can do for your business at your neighborhood branch or [mtb.com](https://www.mtb.com) today.

M&T Bank is proud to support The Council of Industry.

Nicole Carino
Senior Vice President | M&T Bank
Commercial Banking
845-440-2990

M&T Bank
Understanding what's important®

Employers should take steps to consider practical solutions to mitigate the risk of charges and litigation, as well as brand and reputational risk.

WHAT CAN EMPLOYERS DO?

Although this is a fast-changing environment, existing EEOC litigation and charge investigations are likely to proceed as usual with an increased focus on certain charges within the EEOC's new focus. Challenges to diversity, equity and inclusion (DEI) programs are at an all-time high and increasing. Executive orders (EOs) issued by President Donald Trump prohibit "illegal DEI" activities by federal agencies, contractors and grantees, but they do not define "illegal DEI." The EOs also direct agencies to investigate whether the DEI practices of private, non-federal contractor employers violate federal civil rights laws.

The EOs and court employers are required to provide equal employment opportunity (EEO). That said, the use of shorthand and acronyms to describe DEI and EEO activities increases the risk of legal challenges to programs. Employers should take steps to consider practical solutions to mitigate the risk of charges and litigation, as well as brand and reputational risk.

Employers and their counsel should monitor court challenges and other developments. For instance, a federal district court in Maryland issued a preliminary injunction temporarily stopping the Trump Administration from enforcing aspects of its EOs that ban "illegal DEI." As a result, federal contractors and recipients of

federal funding have a temporary reprieve from investigations under the EOs for "illegal DEI." However, the decision does not prevent plaintiffs from bringing claims against private sector employers, contractors or recipients of federal funds based on DEI initiatives or the EEOC from pursuing investigations based on what they perceive to be illegal DEI programming.

DEI is a catch-all phrase that can mean different things to different people. Title VII of the Civil Rights Act and other anti-discrimination laws prohibit discrimination on the basis of race, gender and other protected characteristics. Treating employees differently with respect to their employment because of race or sex or other protected characteristic may be unlawful, whether called DEI or something else.

The EOs do not change existing law regarding discrimination in employment, contracting or otherwise, but they do signal increased investigation and enforcement activities relating to DEI programs. While there is still plenty of uncertainty, what is clear is that government agencies will be looking for unlawful DEI; employees and others will be raising more legal challenges; the government and individuals may be searching websites for easy targets; and the potential for litigation has gone up.



Here's an idea: bank with a partner that fuels your growth.

Why?

Because growing your business means having:



The right equipment



The right facilities



The right tools

And a partner who can help you get it all done.

So, work with a bank that **drives you forward**. Because better business begins with better banking.

© 2025 Valley National Bank. Member FDIC. Equal Opportunity Lender. All Rights Reserved. VLY10801

Let's get started and
let's grow at valley.com

Joe McCoy
Hudson Valley
Market President,
Commercial Banking
phone: 914-522-7315
email: jmccoy@valley.com



Here are practical steps to help employers stay out of the fray and minimize legal, brand, and reputational risk:

1. Conduct a privileged DEI assessment, which is an independent, objective appraisal of DEI and EEO policies, practices, and performance that helps an employer understand and assess its EEO strengths and weaknesses; identify areas of legal, business, and reputational risk; and develop initiatives to enhance equal employment opportunity in a legally compliant manner.
2. Employers should review internal and external communications about DEI and EEO practices. The use of shorthand and acronyms for DEI and EEO activities increases the likelihood of allegations that the employer unlawfully discriminates. At the same time, employers should consider communications to their employees and prospective employees that the company is committed to equal opportunity. The letters “DEI” are not unlawful, but are charged. Describe any programming with specificity.
3. Continue to emphasize the organization’s commitment to equal employment opportunity, nondiscrimination, and treating everyone with respect, regardless of their race, gender, color, national origin, religion, gender identity, age, disability, veteran status and any other characteristic protected by law. Focus on treating everyone with respect.
4. Rather than creating numeric “goals,” consider conducting regular, proactive, privileged analyses of the actions the organization takes (hires, promotions, terminations, compensation) to look

for signs of favoritism to one group of individuals over another to understand how the organization is doing with respect to its EEO obligations.

5. Assess any potential barriers to equal employment opportunity, such as reviewing job qualifications to ensure that requirements are actually accurate and not unnecessarily limiting candidate pools.
6. Review any DEI or related training conducted or required.
7. Review employee resource group practices and missions, celebration days, workplace training distribution, leadership training, mentorship, internship and fellowship opportunities, talent acquisition programs (such as diverse slates, interviewing panel processes), and other employment practices.
8. Conduct leadership training to ensure they understand the principles of equal employment opportunity and that they understand that they cannot make decisions or apply preferences based on protected characteristics.

Thomas McDonough is a Principle at Jackson Lewis P.C. in the White Plains office.



DISASTER RECOVERY PROPERTY RESTORATION

FIRE • WATER • STORM • MOLD
COMMERCIAL & INDUSTRIAL

Minimize Business Interruption
Protect Assets • Prevent Further Damage

24-HOUR EMERGENCY HOTLINE
877-881-3030

**SERVICING WESTCHESTER, CONNECTICUT,
HUDSON VALLEY & CAPITAL REGIONS**

EMERGENCY BOARD-UP	MOLD REMOVAL
SHRINK WRAP PROTECTION	CONTENTS RESTORATION
SMOKE & SOOT REMOVAL	DOCUMENT RECOVERY
WATER EXTRACTION	ELECTRONICS RESTORATION
DEHUMIDIFICATION	MACHINERY DECONTAMINATION
DEBRIS REMOVAL	MACHINERY REBUILD & REPAIR
CORROSION CONTROL	ENVIRONMENTAL SERVICES
AIR DUCT CLEANING	RECONSTRUCTION
CLEANING & SANITIZING	CONSULTING SERVICES

BELFOR 
PROPERTY RESTORATION
RESTORING MORE THAN PROPERTY

MEMBER DIRECTORY



A

A.W. MACK MANUFACTURING CO., INC.

1098 Dutchess Turnpike, Poughkeepsie, NY 12603
www.awmackmfg.com
PHONE: (845) 452-4050

Contract manufacturing of precision machine parts and assemblies. Wire wrapping tools, wire strippers. Installation and removal tools widely used in the communications industry. EDM and CNC machining.

ADVANCE TESTING COMPANY

3348 Route 208, Campbell Hall, NY 10916
www.advancetesting.com
PHONE: (845) 496-1600

Advance Testing is a consulting construction materials testing laboratory that has been providing outstanding service to its clients since 1984. Advance Testing Company provides both field inspection and laboratory analysis of all construction materials for commercial, private, and public organizations.

ALLENDALE MACHINERY

16 Park Way, Upper Saddle River, NJ 07458
www.allendalemachinery.com
PHONE: (201) 327-5215

Allendale Machinery Systems is a full service machine tool distributor occupying modern office and showroom facilities in Allendale, NJ and Bohemia, NY, with a technical center in Troy, NY.

AMERICAN PETROLEUM

63 Orange Avenue, Walden, NY 12586
www.apecco.biz
PHONE: (845) 778-5110

American Petroleum Equipment & Construction Company, Inc. (APECCO) is a full service environmental and construction firm specializing in petroleum tank system installations and removals. APECCO is among the largest environmental maintenance and construction companies in the NY/NJ/CT Tri-State Area, and is a recognized industry leader renowned for experience, expedience and - above all - exemplary long-term customer safety and environmental security.

AMETEK ROTRON

55 Hasbrouck Lane, Woodstock, NY 12498
www.ametekrms.com
PHONE: (845) 679-1423

AMETEK is a global leader in electronic instruments and electromechanical devices.

ARNOFF GLOBAL LOGISTICS

1282 Dutchess Turnpike, Poughkeepsie, NY 12603
www.arnoff.com
PHONE: (845) 471-1504

Arnoff Global Logistics is your full service relocation expert. Regardless of what your business needs moved, Arnoff can assist you in getting it to where it needs to be, whether that is across your shop floor, across the country or across the Atlantic. Arnoff has experience in projects of all shapes and sizes. Our industrial rigging division regularly provides our customer's with turn-key plant relocation including all disassembly, rigging, packaging, crating, transportation, and installation. Or, if you just need one machine moved, we can provide a small cost effective crew of technicians to do the job right the first time.

B

BALCHEM CORPORATION

52 Sunrise Park Road, New Hampton, NY 10958
www.balchem.com
PHONE: (845) 326-5600

Balchem Corporation offers microencapsulated ingredients to the food industry for applications in meat processing, dough leavening, flavor enhancement and shelf-life improvement; and nutritional supplements for use in human and animal health; and provides specialty packaging of chemical gases used primarily in the sterilization market segment and supplied to the health care industry.

BANTAM TOOLS

135 N. Water Street, Peekskill, NY 10566
www.bantamtools.com

Bantam Tools, we make desktop CNC machines with professional reliability and precision at an affordable price. Our machines are easy to set up, work as expected right out of the box, and like our namesake, the Bantam rooster, punch above their weight class, allowing you to stay ahead of schedule and under budget no matter what project you're working on. All of our desktop CNC machines are clean, safe, and easy to use, making them a great choice for any classroom or lab.

BELFOR PROPERTY RESTORATION

75 Virginia Road, North White Plains, NY 10603
www.belfor.com
PHONE: (914) 798-1440

BELFOR Property Restoration is the North American leader in integrated disaster recovery and property restoration services. With more than 100 full-service offices in the U.S., we are geographically positioned to respond to almost any disaster - large or small - coast to coast. A proven track record of superior response and unmatched resources has made BELFOR the contractor of choice for damages caused by fire, water, wind or other catastrophes.

BELL FLAVORS & FRAGRANCES, INC.
12 Sprague Avenue, Middletown, NY 10940
www.bellff.com
PHONE: (845) 342-1233

Worldwide company specializing in development, formulation, and manufacturing of customized flavors, fragrances, and botanical extracts.

BLASER SWISSLUBE, INC.
31 Hatfield Lane, Goshen, NY 10924
www.blaser.com
PHONE: (845) 500-7430

Manufacturing and distribution of metalworking fluids and lubricants.

BRIGHTCORE ENERGY
80 Business Park Drive#301, Armonk, NY 10504
www.brightcoreenergy.com
PHONE: (914) 303-3040

Brightcore Energy specializes in creating and executing energy efficiency projects. Our turnkey solutions cover project development, construction, engineering, and design across various technologies including LED Lighting, Solar, and Geothermal. We empower customers to meet financial, sustainability, and decarbonization goals through our comprehensive services.

BROOKLYN BOTTLING CORP.
643 South Road, Milton, NY 12547
www.bevindustry.com
PHONE: (845) 795-2171

Brooklyn Bottling is a family owned beverage manufacturer and distributor that has been operating in the historic Hudson Valley since 1946. We specialize in co-packing products such as juice cocktails, teas, seltzers, sports drinks, energy drinks, maltas, flavored waters, and soft drinks. Our products serve the growing demand of healthy drinks and specialty focused beverages.

For nearly three decades, Brooklyn Bottling Group has had the franchise rights to produce the leading beverage/soda brands from South/Central America and the Caribbean. Brooklyn Bottling has expanded its operations to become a leading manufacturer of juice and specialty beverages on the east coast.



CAFE SPICE LLC.
511 Fishkill Avenue, Beacon, NY 12508
www.cafespice.com
PHONE: (845) 863-0910

Located in Hudson Valley, New York, Cafe Spice prepares authentic global cuisine for retail grab n' go and food service. The collection of restaurant-quality meals and components includes gluten-free, dairy-free, plant-based, vegetarian, and chicken offerings, all full-cooked and ready to heat and eat within minutes. Each Cafe Spice recipe has been chef-crafted to bring boldly delicious flavors to everyone, to enjoy anywhere-no travel required!

CAMBRIDGE SECURITY SEALS
One Cambridge Plaza, Pomona, NY 10970
www.CambridgeSeals.com
PHONE: (845) 520-4111

Cambridge Security Seals is a privately-held enterprise headquartered in Pomona, New York. CSS is one of the leading manufacturer and suppliers of tamper evident, tamper resistant, and high-security loss prevention seals and allied products to meet the growing needs of customers across a wide range of industries.

CARIBBEAN FOOD DELIGHTS INC.
117 NY-303, Tappan, NY 10983
https://cfdnyinc.com
PHONE: (845) 398-3000

Caribbean Food Delights (CFD) is the leading Caribbean frozen food manufacturer of Jamaican Style Patties: beef, chicken, and vegetable. The company which began its operations in 1978 on Dyre Avenue in the Bronx, from humble beginnings by Vincent and Jeanette HoSang, is now located at its 103,000 square foot manufacturing facility in Tappan, New York.

A privately owned and operated company, CFD remains rooted in its motto, "Quality is Our Priority." This obsession with quality and safety has earned the company the coveted Safe Quality Food Institute's highest achievement award - SQF Level 3. The company boasts numerous other distinctions, awards, and accolades from prestigious local and international organizations.

CATSMO, LLC
25 Myers Road, Wallkill, NY 12589
www.catsmo.com
PHONE: (845) 895-1695

Artisan Smokehouse.

CENTRAL HUDSON GAS & ELECTRIC CORP.
284 South Avenue, Poughkeepsie, NY 12601
www.centralhudson.com
PHONE: (845) 486-5468

Electric and natural gas service in the Mid-Hudson Valley.

CERVEN SOLUTIONS, INC.
24 Olympic Way, Poughkeepsie, NY 12603
www.cervensolutions.com
PHONE: (845) 281-5430

We provide aerospace, medical, and tech companies high-mix, low-volume small machined parts at quick lead times.

CHEMPRENE, INC.
483 Fishkill Avenue, Beacon, NY 12508
www.chemprene.com
PHONE: (845) 831-2800

Manufacturer of lightweight elastometric conveyor belting, coated fabrics and automotive and industrial diaphragms.

COMAIRCO EQUIPMENT

3250 Union Road, Buffalo, NY 14227

www.comairco.com

PHONE: (716) 656-0211

Since 1972, Comairco's knowledgeable staff have been supporting customers across Canada and in the United States by helping them clearly identify their compressed air needs and by selling or renting the most cost-efficient compressors and compressed air equipment available in the industry.

COMMUNITY MANUFACTURING SOLUTIONS

44 Corporate Drive, Kingston, NY 12401

www.cmscutandsew.com

PHONE: (845) 943-2030

Provide Industrial Fabric Cutting And Commercial Sewing.

COMMUNITY METALWORKS, LLC.

24 Riverview Drive, Marlboro, NY 12542

PHONE: (845) 236-9888

Community Metalworks (CMw), is a startup 15,000 sq. ft. manufacturer in the Marlboro, NY, area. We have tube bending, forming, and tumbling capabilities. CMw is associated with the Bruderhof in Ulster County and the Mid-Hudson Valley. Community Metalworks aims to become among the best employers in the Hudson Valley.

CREPINI

700 South Drive, Suite 105, Hopewell Junction, NY 12533

www.crepini.com

PHONE: (844) 273-7464

Crepini is a family business that creates zero/low carb products that consumers rave about because they taste great and are good for any occasion.

CRAFTECH INDUSTRIES, INC.

8 Dock Street, PO Box 636 Hudson, NY 12534

www.craftechind.com

PHONE: (518) 828-5001

Craftech's diverse manufacturing capabilities include injection molding, mold building, screw machining and CNC machining; all performed in-house at our Hudson, NY plant. Standard and custom parts are manufactured from low volume to high volume runs. Reliable, traceable and confidential manufacturing has contributed to Craftech's reputation as an industry leader.

D

DITRON INC. A PRECISION X GROUP COMPANY

PO Box 375, 81 South Greenhaven Road, Stormville, NY 12582

www.ditroninc.com

PHONE: (845) 227-9300

Since 1963, Ditron, Inc. has been the trusted partner for design engineers seeking micro-miniature precision stampings and expert component design assistance. With in-house die design and construction capabilities, we seamlessly integrate customer requirements into innovative, manufacturable

solutions. As an ISO 9001:2008 Certified company, we are dedicated to delivering quality and total customer satisfaction. Now proudly part of the PrecisionX Group, Ditron benefits from an expansive network of advanced manufacturing technologies, enabling us to serve critical industries such as aerospace, defense, medical device, satellite, and more. Together with PrecisionX, Ditron continues to push the boundaries of precision engineering and reliability.

DORSEY METROLOGY INTERNATIONAL

53 Oakley Street, Poughkeepsie, NY 12601

www.dorseymetrology.com

PHONE: (845) 454-3111

Manufacturer of precision measuring instruments for industrial/machine-shop use.

DUNMORE INTERNATIONAL

3633 Danbury Road, Brewster, NY 12564

www.dunmore.com

PHONE: (845) 280-7240

DUNMORE International is a global supplier of engineered coated and laminated films and foils. DUNMORE offers film conversion services such as coating, metallizing and laminating along with contract film manufacturing. DUNMORE produces coated film, metallized film and laminating film substrates for the photovoltaic, graphic arts, packaging, aerospace, insulation, surfacing and fashion industries. DUNMORE is privately held, ISO 9001:2008 and OSHA VPP Star certified. For complete information on DUNMORE's products, services and industries served.

E

EASTERN ALLOYS, INC.

PO Box 317, Henry Henning Drive, Maybrook, NY 12543

www.eazall.com

PHONE: (845) 427-2151

Producer of zinc and aluminum alloys for the die casting and galvanizing industries. Developer and supplier of EZAC, a proprietary high strength, high fluidity, creep-resistant zinc die casting alloy.

ECOBAT

65 Ballard Road, Middletown, NY 10941-3013

www.ecobat.com

PHONE: (845) 692-4414

Ecobat is a global leader in battery recycling and lead production, committed to sustainable resource management. The Middletown facility processes lead-acid batteries and other lead materials, supporting a circular economy by recovering valuable resources and reducing environmental impact.

EFCO PRODUCTS, INC.

PO Box 991, 130 Smith Street, Poughkeepsie, NY 12601
www.efcoproducts.com
PHONE: (845) 452-4715

Global producer of ingredients including bakery mixes, fruit toppings and fillings, jellies, jams, icings, syrups and sauces for the bakery and food service industry, national chain restaurants and industrial food processors. Family owned and operated since 1903.

ELEMENTIS SRL INC.

15 Big Pond Road, Huguenot, NY 12746
www.elementis.com
PHONE: (929) 529-7951

Manufacturer of anti-perspirant chemicals, drinking water treatment chemicals and wastewater treatment chemicals. FDA and NSF certified.

ELNA MAGNETICS

203 Malden Turnpike, Saugerties, NY 12477
www.elnamagnetics.com
PHONE: (845) 247-2000

Distribution and custom machining of a complete line of ferrite and other magnetic products.

eMAGIN CORPORATION

700 South Drive, Suite #201, Hopewell Junction, NY 12533
www.emagin.com
PHONE: (845) 838-7900

eMagin serves a variety of industries and has developed OLED microdisplay technology that enables next generation Consumer VR HMDs, First Responder applications including search and rescue and firefighting, Commercial products including medical imaging devices and Military products supporting ground soldiers, 3D simulation and training, aviation, etc... eMagin was founded in 1996 and has been a leader in advancing OLED microdisplay technology. Our latest breakthroughs include; 2K x 2K microdisplay first demonstrated in 2015 and Direct Patterned Displays with brightness exceeding 4000 nits.

ERTELALSOP / STAVO INDUSTRIES, INC.

132 Flatbush Avenue, Kingston, NY 12401
www.ertelalsop.com
PHONE: (845) 331-4552

Design and manufacture liquid filtration equipment and disposable filter media for the pharmaceutical, chemical, cosmetics, beverage, mining, municipal and industrial wastewater and food industries.

F

FAIR-RITE PRODUCTS CORP.

PO Box 288, 1 Commercial Row, Wallkill, NY 12589
www.fair-rite.com
PHONE: (845) 895-2055

Fair-Rite Products Corp., ISO 9001/IATF 16949 registered company, is a leading full-line ferrite component manufacturer offering a wide variety of components for EMI suppression and power applications utilizing innovative processes and materials.

FALA TECHNOLOGIES, INC.

430 Old Neighborhood Road, Kingston, NY 12401
www.falatech.com
PHONE: (845) 336-4000

FALA Technologies Inc. (FALA), located in Kingston, NY, provides contract manufacturing and supply chain manufacturing/ engineering services to build custom equipment and advanced electro/mechanical products for the semiconductor, transportation, military, advanced energy and industrial products sectors.

Founded in 1946, FALA is owned and managed by engineers. Our customers are scientists, researchers, product and equipment designers and advanced product manufacturers. FALA's business focus is to assist customers with product and equipment research and development, prototyping and early stage manufacturing. Our services include precision machining, electro/mechanical assembly and system's qualification of components, subassemblies, products and complete machine builds.

FALA also manufactures a proprietary product line of cleanroom grade bearings and related products to improve the operations and life-cycle of robotic production equipment for the semiconductor industry. Such work includes providing complete robotic rebuild services for many of the major semiconductor chip manufacturing companies located worldwide.

F&F FACTORY

220 Overocker Road, Bldg 2, Poughkeepsie, NY 12603
www.fitandfunplayscapes.com
PHONE: (800) 681-0684

F&F FACTORY, a division of Fit and Fun Playscapes LLC, is an asset-based provider of custom print, cut and engraved products and services to commercial and industrial markets. Our specialty is large print formats including banners, backdrops and decals and cutting/engraving plastics, woods, leather, cork, paper, foam, glass, stone and some metals. We are based in Poughkeepsie, New York, are 100% women owned (WBENC, PANYNJ and SBA Certified), and about 90% of our products are made in the USA. We maintain a 3M™ MCS™ Warranty.

FRYER MACHINE SYSTEMS, INC.

70 Jon Barrett Road, Robin Hill Industrial Park
Patterson, NY 12563
www.fryermachine.com
PHONE: (845) 878-2500

Manufacturer of CNC machining centers and lathes designed for tool room, prototype, and mold-making uses.



GAP

110 Merrit Blvd., Fishkill, NY 12524
www.gapinc.com
PHONE: (845) 897-6000

Gap Inc. is a leading global retailer with a collection of brands including Old Navy, Gap, Banana Republic and Athleta. We're committed to serving the needs of our customers while delivering long-term value to our shareholders.

GIULIANTE MACHINE TOOL INC.

12 John Walsh Boulevard Peekskill, NY 10566
www.gmtgear.com
PHONE: (914) 835-0008 x11

Giuliante Machine Tool, Inc. has an unparalleled commitment to customers dating back to the foundation of the company in 1978. From a simple beginning as a two-man operation in a small 3,500 square foot shop in Port Chester, NY to the expansion to 10,000 square feet from 1995 to 2010, to the present 27,000 square foot organization it is today, GMT has earned a reputation for superior quality, vision, and customer satisfaction.

GRAPHITE METALLIZING CORPORATION

1050 Nepperhan Avenue, Yonkers, NY 10703
www.graphalloy.com
PHONE: (914) 968-8400

Available in over 100 grades, GRAPHALLOY bearings may be the solution to your toughest bearing, bushing, thrust washer, cam follower, or pillow block bearing design problem. Some GRAPHALLOY bearings have operated for up to 20 years without maintenance. We have many standard designs but most of our products are custom designed to the unique requirements of your specific application.

GTI GRAPHIC TECHNOLOGY, INC.

PO Box 3138, 211 Dupont Avenue, Newburgh, NY 12550
www.gtilite.com
PHONE: (845) 562-7066

Design and manufacture of specialized lighting systems for visual color evaluation, color matching and color communication for the graphic arts, photographic and industrial markets.



HOWMET AEROSPACE

1 Corporate Drive, Kingston, NY 12401
www.howmet.com
PHONE: (845) 331-7300
Manufacturer of installation tooling.

HUDSON VALLEY PLASTICS

85 Charles Colman Blvd, Pawling, NY 12564
www.hudsonvalleyplastics.com
PHONE: (845) 855-1201

Designers, manufacturers and assemblers of plastic injection molded parts and components.

HV SHRED, INC. DBA LEGAL SHRED

28 Bill Horton Way, Wappingers Falls, NY 12590
www.legalshred.com
PHONE: (845) 705-7279

HV Shred, Inc. dba Legal Shred is a AAA NAID Certified locally owned data destruction service. We destroy confidential paperwork, hard drives, usb drives, laptops, cell phones and the spectrum of electronics. Clients get a certificate of destruction to demonstrate their due diligence to comply with the alphabet soup of federal regulations protecting consumers' confidential information. Helping to protect the environment, Legal Shred recycles shredded paperwork.

IBM CORPORATION

2455 South Road MD P907, Poughkeepsie, NY 12601
www.ibm.com/us/en/
PHONE: (845) 433-6326

IBM, headquartered in Armonk NY, is a leading cloud platform and cognitive solutions company. IBM provides integrated solutions that leverage information technology and knowledge of business processes. Products and services include Cloud, Mobile, Cognitive, Security, Research, Watson, Analytics, Consulting, Commerce, Experience Design, Internet of Things, Technology support, Industry solutions, Systems services, Resiliency services, Financing, and IT infrastructure.

INDUS PRECISION MANUFACTURING

50 N. Harrison Avenue #9, Congers, NY 10920
www.indusmfg.com
PHONE: (845) 268-0782

Indus Precision Manufacturing is a family-owned, woman-owned, and minority-owned machine shop in Rockland County, serving industries such as semiconductor, defense, and aerospace for over 27 years. With expertise spanning national and international markets, we specialize in high-precision manufacturing services, including CNC machining, waterjet cutting, CNC bending, welding, hardware installation, and painting. Certified to AS9100D and ISO 9001:2015 standards, and ITAR registered and JCP certified, we work with a wide range of materials such as stainless steel, aluminum, Inconel, copper, and brass. Our unwavering commitment to quality, innovation, and customer satisfaction has made us a trusted partner for delivering complex, high-quality solutions tailored to our clients' unique needs.

J

JAMES L. TAYLOR MANUFACTURING COMPANY

130 Salt Point Turnpike, Poughkeepsie, NY 12603
www.jamestaylor.com
PHONE: (845) 452-3780

James L. Taylor Mfg. has been manufacturing woodworking equipment in Poughkeepsie, NY since 1911. With three distinct product lines we aim to help our customers improve their processes with American made, well built, efficient and safe machinery. JLT Clamps is our custom shop clamping line that focuses on door, drawer, edge, and face gluing applications. Taylor Clamps which includes Clamp Carriers, Door Pros, conveyerized applicators, and return conveyors. Cameron Automation is the third product line and is focused on computer controlled optimizing equipment. Ripping, cross cutting, panel sizing, color matching of panels, and automated nesting of flooring bundles has been our focus for the past 25 years.

JBT CORPORATION

134 Flatbush Avenue, Kingston, NY 12401
www.jbtc.com
PHONE: (845) 340-9727

Manufacturer & distributor of equipment for the food processing industry.

K

KNOWLES CAZENOVIA, INC.

2777 U.S. 20 Cazenovia, NY 13035-8444
www.knowlescapacitors.com
PHONE: (315) 655-8710

Knowles is a market leader and global provider of advanced micro-acoustic microphones and speakers, audio processing, and precision device solutions, serving the consumer electronics, communications, medtech, defense, electric vehicle, and industrial markets. We use our leading position in SiSonic™ MEMS microphones, balanced armature speakers, and strong capabilities in audio processing technologies to optimize audio systems and improve the user experience in mobile, ear, IoT, computing, and medtech applications. We are also a leader in high-performance capacitors and RF solutions for a diverse set of markets.

KONICA MINOLTA SUPPLIES MANUFACTURING USA, INC.

51 Hatfield Lane, Goshen, NY 10924
www.konicaminolta.com/us-en/index.html
PHONE: (845) 294-8400

Konica Minolta's facility in Orange County, New York is a Foreign Trade Zone, which serves as assembly operations for toner cartridges for copy machines.

KOSHII MAXELUM AMERICA

12 Van Keeck Drive, Poughkeepsie, NY 12602
www.kmamax.com
PHONE: (845) 471-0500

Koshii America, Inc. is a leading manufacturer of passenger rail car interiors.

L

LAMOTHERMIC

391 Route 312, Brewster, NY 10509
www.lamothermic.com
PHONE: (845) 278-6118

Lamothermic Precision Investment Casting Foundry was born from our founders' passion for engineering complex investment castings. Founded in 1975 by brothers Amos and Gideon Noach, we have grown from that 2-person operation into a corporation employing over 75 people in a 50,000 square foot manufacturing facility. We remain owner-operated, and our commitment to quality and customer service is part of everything we do.

Quality + Best-In-Class Engineering = Satisfied Customers: Lamothermic is your premier supplier of precision investment castings - quality first, every time. Our commitment to superior quality combined with our best in class engineering and advanced automation means that our customers get the best castings for their needs.

LODOLCE MACHINE COMPANY, INC.

196 Malden Turnpike, Saugerties, NY 12477
www.LoDolce.com
PHONE: (845) 246-7017

Contract manufacturing, precision machining and fabrication, welding, wet and powder coating.

M

MAGNETIC ANALYSIS CORP.

103 Fairview Park Drive, Elmsford, NY 10523
www.mac-ndt.com
PHONE: (914) 530-2000

Magnetic Analysis Corporation has been advancing the science and technology behind non-destructive testing for over 90 years. On the world stage, MAC® is recognized as a major resource for eddy current, electromagnetic, flux leakage and ultrasonic inspection systems for testing metals.

Dedicated to a production-oriented approach, MAC offers both individual instruments and complete systems that incorporate material handling and controls, as well as nondestructive testing.

MARCO BOARDHOUSE INC.

PO Box 3733, 55 Page Park Drive, Poughkeepsie, NY 12603
www.marcomanf.com
PHONE: (845) 485-1571

Electronics manufacturing services (Printed circuit board assembly.)

MCKESSON CORPORATION DISTRIBUTION CENTER

10 Hudson Crossing Drive, Montgomery, NY 12549

www.mckesson.com

PHONE: (845) 769-4127

McKesson is the oldest and largest healthcare company in the nation. We deliver one-third of all medications used daily in North America with operations in more than 16 countries. We work with health care organizations of all types to strengthen the health of their business, helping them control costs, develop efficiencies and improve quality.

MECHANICAL RUBBER PRODUCTS

PO Box 593, 77 Forester Avenue, Warwick, NY 10990

www.mechanicalrubber.com

PHONE: (845) 986-2271

Custom Plastics and Rubber elastomer manufacturer which uses die cut, extrusion, lathe cut, mixing, molding, sheeting and stripping processes along with the fabrication of Engineered Flexible Connectors that includes Expansion Joints, Pump Connectors and Flue Ducts.

METALLIZED CARBON CORPORATION

19 South Water Street, Ossining, NY 10562

www.metcar.com

PHONE: (914) 941-3738

Metallized Carbon Corporation has been supplying industrial customers worldwide with Engineered Carbon/Graphite Solutions for Severe Service Lubrication since 1945. Corporate headquarters are in Ossining, NY with manufacturing facilities located in Ossining, Mexico and Singapore. Metallized Carbon manufactures the Metcar family of Solid, Self-Lubricating, Oil-Free materials. With over 65 years of Application Engineering experience, the Company offers the field expertise and the hard data necessary to provide the Solid Choice for Lubrication to a wide variety of industries. Metallized Carbon is ISO 9001/2008 registered including product design and material development. We operate under the International Traffic in Arms Regulations (ITAR).

METTRIX TECHNOLOGY CORPORATION

8 Nancy Court, Wappingers Falls, NY 12590

www.mettrix.com

PHONE: (845) 221-4800

Mettrix Technology Corporation provides electronic printed circuit board (PCB) assembly as a service to its customers. The range of services we provide include surface mounted (SMT, SMD) and through-hole (TH) component assembly, wire harness construction, and box build. No quantity is too small. We routinely assemble prototypes as well production quantities as large as 10,000 per year. We also provide electronic design, reverse engineering, and design maintenance services. The company has been in business in Dutchess County since 1998. Let us be "Your Team at Mettrix."

MICROMOLD PRODUCTS, INC.

7 Odell Plaza #133, Yonkers NY 10701

www.micromold.com

PHONE: (914) 969-2850

Micromold manufactures a broad line of corrosion resistant plastic products for the process industries. We specialize

in standard and custom products made from PTFE, Kynar, polypropylene, PEEK, nylon, Kel-F, and UHMW.

Our products include: a complete line of dip pipes and spargers, available in either solid PTFE, or PTFE lined and jacketed steel; complex reactor internals; PTFE valves; PTFE and Kynar strainers; and our FLUOR-O-FLO™ PTFE NPT threaded piping system.

Micromold also makes a full line of CNC machined parts for process industry OEMs including ball valve seats, butterfly valve seats, pump seals and instrumentation components as well as a complete range of plastic screw machine parts for process industry OEMs and distributors.

MILLROCK TECHNOLOGY, INC.

39 Kieffer Lane, Kingston, NY 12401

www.millrocktech.com

PHONE: (845) 339-5700

Millrock Technology, a world recognized leader in freeze dryers and related systems, manufactures equipment for the pharmaceutical and biotech industries. Freeze Dryers, used in the laboratory and production range from 2 to 200 square feet of shelf area that meet the rigid criteria of the FDA's 21CFR part 11 and GMP. Experience since 1957.

MONROE STAIR PRODUCTS

1 Stair Way Suite 1, Monroe, NY 10950

www.bgstair.com

PHONE: (845) 783-4245

Manufacturer of wood stairs and railing.

MOTION LABORATORIES, INC.

520 Furnace Dock Road, Cortlandt, NY 10567

www.motionlabs.com

PHONE: (800) 227-6784

Motion Laboratories is a full service fabrication and assembly facility based in New York that produces high quality portable electrical power distribution systems, electric chain hoist control systems, weight monitoring systems, metering equipment, testing equipment and cable assemblies. Incorporated in 1985, we bring over 30 years of experience to our customers.

MPI, INC.

165 Smith Street, Poughkeepsie, NY 12601

www.mpi-systems.com

PHONE: (845) 471-7630

MPI was founded over 48 years ago and continues to be a top tier employer in the Hudson Valley. MPI is the worldwide leader of Wax-Room & Ceramic Core Injection, Assembly, & Automation Equipment. MPI's Technology Center has state-of-art equipment for Customer Process Validation, Pattern Production Services, Automation Demonstrations and Training. MPI's Refurb Center performs complete Wax Injection machine refurbishments and upgrades. MPI's Field Service is a global operation with diagnosis, repairs, PM's and spare parts. Regional Sales Offices in the USA, UK, Europe, China, Japan, Korea, India, Latin America and Russia. MPI's focus is on increasing the quality and lowering the cost of producing Wax Patterns and assemblies to achieve Higher Casting Yields.

N

NERAK SYSTEMS

4 Stagedoor Road, Fishkill, NY 12524
www.nerak-systems.com
PHONE: (914) 763-8259

NERAK designs and builds material handling equipment since 1987 and since 1997 in USA. NERAK is specialized in vertical conveyors for a wide range of bulk and unit goods, including powders & chemicals, food & pet-food, bags & boxes, barrels & kegs, totes & trays, and airport baggage.

NERAK equipment features a unique rubber block chain that allows quiet and lubrication free operation, as well as durability even in the harshest environments.

NERAK Systems Inc., a subsidiary of NERAK GmbH Foerdertechnik from Germany, represents the NERAK brand for the USA, Canada and Mexico.

NICHE MODERN

PO Box 311, Beacon, NY 12508
www.nichemodern.com
PHONE: (212) 777-2101

Modern lighting that is "Made" not manufactured. Niche glass is hand-blown in NY and joined together with contrasting elements, simple lines, and gorgeous color. Authentic and original lighting designs.

NONNI'S FOODS

1243 Old Route 17 Ferndale, NY 12734-5422
www.nonnis.com

From Lucca, Italy, to the world. We're Nonni's Bakery. When you carry on a recipe handed down from your Italian grandmother, you can't let her down. We wouldn't want it any other way. Being held to a higher standard is a good thing, especially when it results in something as perfectly sweet and crunchy as our biscotti. Manufactured in Sullivan County, New York.

O

ONSEMI

Development Drive, Hopewell Junction, NY 12533
www.onsemi.com
PHONE: (512) 457-3900

A leading full-service semiconductor design, development, fabrication and innovation company with locations across the globe.

OPTIMUM WINDOW MANUFACTURING CORP.

28 Canal Street, Ellenville, NY 12428
https://optimumwindow.com
PHONE: (845) 647-1900

Since 1985 Optimum Window has made its mark in the Steel Window industry as the largest and most diversified manufacturer of Steel Windows and Doors in the United States. Competitiveness being the drive for all entrepreneurs, Optimum

has continued its growth with a series of custom high-tech metal window and door systems designed for commercial, high-end residential, and landmark applications.

ORANGE DIE CUTTING CORP. (DBA ORANGE PACKAGING) AND ORANGE VAC INC. THERMOFORMING

PO Box 2295, 1 Favoriti Avenue, Newburgh, NY 12550
www.orangepkg.com
PHONE: (845) 562-0900

Family owned and operated by the Esposito family since 1950. Protective Packaging. POP Displays Temporary & High End Permanent. Thermoforming. Specialty Die Cuts. Product Packaging & Fulfillment & Shrink Wrapping. Acrylic Fabrication.

P

PACKAGE PAVEMENT COMPANY, INC.

PO Box 408, 3530 Route 52, Stormville, NY 12582
www.packagepavement.com
PHONE: (845) 221-2224

QUIKRETE® cement products, SPECMIX® bulk mortar system and Package Pavement Blacktop Repair products.

PAWLING CORPORATION

PO Box 200, 32 Nelson Hill Road, Wassaic, NY 12592
www.pawling.com
PHONE: (845) 373-9300

Impact Protection Systems, Entrance Matting Systems, Athletic Flooring, Parking and Traffic Safety Products.

PAWLING ENGINEERED PRODUCTS, INC.

157 Charles Colman Blvd, Pawling, NY 12564
www.pawlingep.com
PHONE: (845) 855-1000

Pawling Engineered Products, Inc. designs and manufactures highly specialized seals, gaskets, and other unique elastomeric products for many different industries. Noted especially for its Pneuma-Seal® line of inflatable seals, clamps, and actuators, ours is a history of challenging convention and solving tough problems with inventive yet thoroughly practical solutions.

PK-30 SYSTEM, INC.

2452 Lucas Turnpike, High Falls, NY 12440
www.pk30system.com
PHONE: (845) 687-9774

PK-30 System is a meticulously designed and engineered aluminum glazing framework system providing a flexible, beautiful, environmentally friendly and cost effective way to divide interior space. It is suitable for both residential and professional interiors and can be used in widely varying configurations including sliding doors, hinged doors, pocket doors, folding walls and fixed panels.

POST MATERIAL HANDLING, INC.

21 Stone Castle Road, Rock Tavern, NY 12575

www.posthoist.com

PHONE: (845) 238-1200

We know that maintaining a safe and sterile manufacturing environment is as important to you as it is to us. That's why at Post, we're experts in the creation of stainless steel pharmaceutical grade material handling equipment that will withstand corrosion, rust, and harsh environments. From bin lifts to industrial control systems, our products are the epitome of excellence, so yours will be too.

PRATT & WHITNEY ADVANCED COATING TECHNOLOGIES

60 Turner Drive, Middletown, NY 10941

www.pw.utc.com

PHONE: (845) 692-6613

Thermal Barrier Coatings

PRESIDENT CONTAINER GROUP

290 Ballard Road, Middletown, NY 10941

www.presidentcontainergroup.com

PHONE: (845) 516-1600

President Container is a leading manufacturer of Corrugated Shipping Containers and Point of Purchase Displays In North America. We use sustainable materials and produce over 2.2 billion square feet of corrugated products annually. We specialize in items for the Food & Beverage, Cosmetic, Garment and other commercial industries. Our stock carton division offers one of the nation's largest selections of stock boxes. To see a selection of our stock cartons please visit President Industrial Products.

PRODUCTO ELECTRIC CORP (PECO)

11 Kings Highway, Orangeburg, NY 10962

www.peco-electric.com

PHONE: (845) 359-4900

Producto Electric Corporation (PECO) was founded in 1935. We are an electrical manufacturing company based in Rockland County.

PECO is a source of world-class electrical conduit fittings and accessories for thousands of electricians, contractors, and distributors across the United States and Canada. We have several product series that we manufacture at our New York facility (customization and wire configuration) to meet the specialty needs of our customers for high-rise buildings and hazardous locations. This includes our Cable Supports for vertical risers and Flexible Couplings (Hazardous Locations/Explosion-proof).

PTI (PACKAGING TECHNOLOGIES & INSPECTION)

8 Skyline Drive, Hawthorne, NY 10532

www.ptiusa.com

PHONE: (914) 337-2005

PTI is the leading manufacturer of non-destructive package inspection technologies for the pharmaceutical, medical device and food industries. We offer inspection systems for package integrity testing, seal integrity, leak testing and container closure integrity testing (CCIT). Our technologies exclude subjectivity from package testing, and use test methods that conform to ASTM standards. PTI's inspection technologies are deterministic test methods that produce quantitative test result data. Our

technologies conform to ASTM and other regulatory standards. We specialize in offering our customers the entire solution including test method development and equipment validation. PTI installations have been successful in globally transferrable and validated test methods around the world.

PUTNAM PRECISION

PO Box 409, 3859 Danbury Road, Brewster, NY 10509

www.putnamprecision.info

PHONE: (845) 207-7229

Putnam Precision, established in 1967, is a modern contract manufacturing facility. We employ over 200 people utilizing the latest multiple axis Swiss CNC lathes, three, four and five axis milling machining centers, stamping, laser welding and assembly services. We foster a strong partnership with our customers by our early involvement in the design cycle straight through to full production capacity. This is accomplished by a strong commitment to continuous improvement, reinvesting in our personnel and equipment and lead by an excellent management team with a high level of adherence to quality.

R

RALPH W. EARL

5930 East Molloy Road, Syracuse, NY 13211

www.rwearl.com

PHONE: (315) 454-4431

Ralph W. Earl is a distributor of components and systems primarily for industrial automation. We provide our customers with motion control solutions utilizing pneumatic, hydraulic, and electronic technologies. In addition to industrial automation, we handle process and structural applications, as well as mobile equipment for the construction and agriculture industries. With approximately 55 employees, we service Upstate New York and Northern Pennsylvania, representing over 60 suppliers and providing value-add services such as assembly, fabrication, repair, and engineering.

RAPID RIM REPAIR LLC

3 Ruscitti Road, New Windsor, NY 12553

www.rapidrimrepair.com

PHONE: (845) 563-0820

Rapid Rim Repair LLC is the leading alloy wheel remanufacturer servicing the automotive wholesale, body shop, collision and dealership market.

RBW STUDIO & PRODUCTION

575 Boices Lane, Kingston, NY 12401

www.rbw.com

PHONE: (212) 388-1621

Through innovative technology, creativity and refined simplicity RBW designs and manufactures LED fixtures for hospitality, workplace and residential environments. Our customers and partners embrace our collaborative process of exploration, discovery, and improvement. Founded in 2009, RBW is embarking on a new chapter as we settle into our headquarters in Kingston, NY. Recently awarded Inc. 5000 Magazine Fastest-Growing Private Business and the highest-ranking manufacturer in New York state in 2020. RBW is one of the first Certified B Corporations in the lighting industry.

REELEX PACKAGING SOLUTIONS, INC.

39 Jon Barrett Road, Patterson, NY 12563

www.reelex.com

PHONE: (845) 878-7878

REELEX is the world leader in advanced manufacturing of machinery and packaging design for sustainable reel-free wire, cable, and cord packaging. REELEX's state-of-the-art patented machinery helps manufacturers lower the costs of their products and improves the experience for wire, cable, and filament manufacturers shipping products to market. With twist-free, tangle-free technology, REELEX provides an improved experience for installers by increasing efficiency and product yield and reducing job site waste. REELEX's innovative partnering model assures manufacturers that REELEX is committed to the highest quality of service and success and provides a permanent resource to develop future product ideas.

S

SABO INDUSTRIAL CORP.

2 Little Britain Road, Newburgh, NY 12550

saboindustrial.com

PHONE: (845) 562-5751

Sabo Industrial offers space saving industrial wastewater treatment equipment along with the Cleartreat® line of separating agents. Wastewaters containing a wide range of contaminants can be treated with the Cleartreat® products rendering them safe for discharge or reuse. Sabo Industrial is the largest stocking distributor of Cleartreat® in the US. Sabo also manufactures standard bag filters for use in a bag filter housing as well as our specially designed bag filters for use in our wastewater treatment equipment. These bag filters are specifically designed to meet the requirements of open head discharge filtering.

SCHATZ BEARING CORP.

10 Fairview Avenue, Poughkeepsie, NY 12601

www.schatzbearing.com

PHONE: (845) 452-6000

Manufacturer of ball bearings for aircraft control, space, semiconductor, medical, thin section, custom-designed and other general purpose applications.

SCHREINER GROUP LP

300 Corporate Drive, Suite 10, Blauvelt, NY 10913

www.schreiner-medipharm.com

PHONE: (845) 848-9110

Pharmaceutical label printing.

SELUX CORPORATION

PO Box 1060, 5 Lumen Lane, Highland, NY 12528

www.selux.us

PHONE: (845) 834-1400

Architectural lighting; luminaires.

SIG SOURCING

95 Ann Street, Newburgh, NY 12550-5523

www.sigsourcing.com

PHONE: (845) 562-5546

SIG Sourcing, established in 1989, is a Newburgh, NY-based offshore contract manufacturing service for North American original equipment and contract manufacturers to outsource their custom, high-labor-content, low-value-add assemblies (e.g. box build assemblies, PCBAs, wire harnesses, power cables). We have decades-long Asian factory relationships and handle everything from component consignment to quality control to USA inventory management to customer shipments and returns. We are a turnkey sourcing service that eliminates the frustrations and risks that manufacturers encounter when handling overseas assembly manufacturing and global logistics themselves. Our mission is to help North American manufacturers focus on their high-value-add activities, improve margins, and enjoy a more stable supply chain.

SMITH & WARREN

127 Oakley Avenue, White Plains, NY 10601-3903

www.smithwarren.com

PHONE: (914) 391-9204

Smith & Warren produces the finest quality Police Badges, Fire Badges, EMS Badges, Sheriff Badges, and Military Badges. In addition, Smith & Warren also creates the best quality uniform insignia, commendation bars, medals, and leather accessories. Trust Smith & Warren for the best quality badges, insignia, and accessories, and don't forget that all Smith & Warren badges are backed by our exclusive Full Lifetime Warranty. No other badge is covered by such an extensive guarantee. We manufacture each badge in our highly efficient 27,000 square foot facility in White Plains, New York. USA manufacturing is the surest way to maintain the quality of our product and service.

SONO-TEK CORP.

2012 Route 9W, Milton, NY 12547

www.sono-tek.com

PHONE: (845) 795-2020

Sono-Tek Corporation has been a leader in ultrasonic coating solutions for over 35 years, supplying equipment to a myriad of industries worldwide, including medical, textiles, glass, electronics and food processing. Using high frequency sound vibrations, our precision ultrasonic atomization technology creates nano to micron thickness coatings across any width substrate. Controllable drop sizes, tight drop distributions, highly uniform thin films, excellent transfer efficiency, minimal waste and non-clogging performance are just some of the benefits achieved with our unique precision technologies. Systems range from small scale R&D to 24/7 high volume production line solutions.

STAR KAY WHITE INC.

151 Wells Avenue, Congers, NY 10920

www.starkaywhite.com

PHONE: (845) 268-2600

Star Kay White is a well-known and trusted ingredient supplier with a company culture of legacy, responsibility, and appreciation for the many esteemed employees, families, and organizations who have helped us through this journey.

SUN CHEMICAL

1057 Lower South Street, Peekskill, NY 10566

www.basf.com

PHONE: (914) 737-2554

Sun Chemical product portfolio ranges from chemicals, plastics, performance products, agricultural products and fine chemicals to crude oil and natural gas. It combines economic success with environmental protection and social responsibility, thus contributing to a better future.



TOWER PRODUCTS INCORPORATED

1 Tower Drive, Saugerties, NY 12477

www.towerpower.com

PHONE: (845) 246-2357

Tower Products Incorporated is a 100% Employee Owned company solely based in Saugerties. The Tower mission is to provide the very best broadcast video production and audio recording solutions to a worldwide marketplace via our manufacturing capabilities as well as our distribution & retail channels. Tower has two sales channel brands: Markertek and TecNec Distributing. Markertek sells to broadcast television, sports & live event franchises, houses of worship, government and educational institutions. TecNec's customers are engaged in reselling products, installing products or integrating them into other manufactured goods. Innovation through collaboration, Tower's manufacturing brands specialize in custom value-added products and services when conventional off-the-shelf solutions simply are not enough. Tower has 6 brands which manufacture products in our Saugerties facility. These brands are known as Complex, Sescom, Laird Digital Cinema, Ocean Matrix, Delvcam and My Custom Shop. Our primary manufacturing capabilities are fiber optic cable assemblies, copper cable assemblies, AV rack panels, AV wall boxes, light manufacturing (board assembly) and custom services via CNC, laser engraving and UV printing.

TURBOFIL PACKAGING

30 Beach Street, Mount Vernon, NY 10550

www.turbofil.com

PHONE: (914) 239-3878

Since 1999, TurboFil has consistently established new benchmarks by creating durable and creative solutions for some of the toughest applications in the industry. At TurboFil, liquid filling and assembly machines are our only business. Although we have a broad range of standard equipment, we also focus on custom, built-to-spec and specialized machines. In order to meet the demand for systems that fit seamlessly into existing operations, we have developed a range of packaging equipment that is unmatched in reliability, efficiency and cost effectiveness. And, because we understand that every line has its own unique requirements, each of our machines is customized to the individual needs of our customers.



UAP PRODUCTION LLC

453 NY-17K, Rock Tavern, NY 12575

www.uapcompany.com

PHONE: (845) 567-9464

UAP Production LLC strives to be the artists source for all objects cast or fabricated in metal, embracing all the tasks necessary and appropriate to fulfill that aspiration, including enlarging, mold making, structural and metallurgical engineering, repairs, restoration and consummate craftsmanship. We aspire to excellence in the delivery of technology and manufacturing services, always trying to make the newest art with the latest technology. To achieve this goal, we partner with our suppliers to combine cutting edge technology with old world craft and tradition, endeavoring to give artists satisfaction and seeking continuous improvement in our employees skills and craftsmanship.

UNILOCK

51 International Blvd, Brewster, NY 10509

www.unilock.com

PHONE: (845) 230-4500

Unilock, North America's leader in the manufacturing and distribution of high quality concrete landscape paving stones and retaining wall products.

UNIVERSAL THIN FILM LAB CORP.

232 North Plank Road, Newburgh, NY 12550

utfl.org

PHONE: (845) 562-0601

Universal Thin Film Lab Corp. (UTFL) is a leader in the design and manufacturing of Thin Film Optical Coatings and has proudly served the Photonics Industry for over 20 years. Started in 1997 by Carmelo Comito, UTFL supplies quality Thin Film Coatings to a multitude of industries, including Aerospace / Aviation, Medical / Biomedical, Military / Tactical, and Semiconductor Processing. We manufacture both standard and custom coatings ranging from UV to far infrared wavelengths. UTFL provides Thin-Film Optical Coatings, including: * Metal and Dielectric for Antireflective * Beam Splitters * Reflectors and Short-Wave Pass Filters. We also provide Substrates, including: * Optical Glasses * IR Materials * Nonlinear and Birefringent Crystals * Fiber Optics * Precision Metal Mirrors.

UNSHATTERED

1064 Route 82, Hopewell Junction, NY 12533

www.unshattered.org

PHONE: (845) 471-5010

Unshattered creates sustainable employment for those who have no safe community to return to after recovery from addiction and/or trauma. We are a community of like-minded women, expressing our value and purpose through work, and committed to ongoing personal and professional development.

This combination of community, employment, and personal development ultimately gives our women the opportunity to find their purpose and live an addiction-free life.

Unshattered is committed to demonstrating that the cycle of addiction can be broken and we are proud to be a facilitator of lasting, positive change.

USHECO, INC.

138 Maple Hill Road, Kingston, NY 12401

www.usheco.com

PHONE: (914) 658-9200

Usheco, Inc. is a manufacturer of custom molded plastic parts. Through the processes of injection molding, thermoforming, line bending, and CNC routing, Usheco, Inc. provides a wide variety of parts to customers in various industries such as handicapped equipment, medical equipment, refrigeration systems, laboratory equipment, the aeronautics industry, and the gaming industry.



VIKING INDUSTRIES, INC.

PO Box 249, 89 S. Ohioville Road, New Paltz, NY 12561

www.vikingindustries.net

PHONE: (845) 883-6325

We are very serious about making sure your product arrives safely and securely to your customers. We make packaging with as much care as the products that go in them. We can design the right packaging solution for you so your customers know you care as much about their order getting to them, as you do about the product itself.

Regardless of what industry you are in, we are here to help you find the most effective packaging solution for all of your products.

VITS INTERNATIONAL INC.

200 Corporate Drive, Blauvelt, NY 10913

www.vitsinternational.com

PHONE: (845) 353-5000

A world leading supplier of variable servo sheeters and finishing systems for printing, packaging and converting.



WOODSTOCK CHIMES

167 DuBois Road, Shokan, NY 12481

www.chimes.com

PHONE: (845) 657-6000

Distributor of musical instruments and Woodstock Chimes®



ZIERICK MANUFACTURING CORPORATION

131 Radio Circle, Mt. Kisco, NY 10549

www.zierick.com

PHONE: (914) 666-2911

Designer and Manufacturer of standard and custom electronic components and assembly equipment. Processes include tool design, build and maintenance, stamping, plating and assembly. Making products in New York since 1919.

ZIRCAR CERAMICS, INC.

PO Box 458 Florida, NY 10921

www.zircarceramics.com

PHONE: (845) 651-4481

High temperature fibrous ceramic materials. Legendary heritage in cost effective, high performance materials.

ZUMTOBEL LIGHTING

3300 Route 9W, Highland, NY 12528

www.zumtobel.us

PHONE: (845) 691-6262

We turn light into an experience. And improve the quality of life through light. The Right Light. At the right time. In the right place.

Creating lighting solutions of perfect quality and aesthetics is our passion. For 70 years, Zumtobel Lighting has been working continuously on the light of tomorrow, guided by a unique design approach. We are always striving to improve the quality of human life through light and provide the right light for every activity at any time of day or night.

Sustainability is part of our company's strategy. We value and respect the planet we inhabit. This is why we are committed to doing our part and making the world a better place - for us and generations to come. By working together we strive to establish a stable environmental, economic and social framework.

CONNECT WITH TOP TALENT IN MANUFACTURING

FREE JOB POSTINGS
AVAILABLE FOR A LIMITED TIME



Visit HVMfgJobs.com to view open positions.
jobs@councilofindustry.org | 845-565-1355

BRIDGING THE GAP BETWEEN EDUCATION AND INDUSTRY.

The Go-To Hub for Employers,
Educators, Students, Graduates
and the Future Workforce

- Unlimited Job Postings
- Searchable Candidate Resumes
- Council of Industry Support

Access to 100 Job Boards



ASSOCIATE MEMBER DIRECTORY



ACCOUNTING & PAYROLL

ALLIANT GROUP

350 Fifth Avenue, Suite 5200, New York, NY 10118
www.alliantgroup.com
PHONE: (212) 613-4536

Alliantgroup's mission is to help U.S. companies and the CPA firms that advise them to take full advantage of federal and state tax credits, incentives, and deductions. Our government has legislated these powerful programs to help businesses grow and successfully compete both in the U.S. and abroad. We are proud to have helped over 27,000 businesses claim more than \$16 billion in tax incentives as America's leading provider of credits and incentives for businesses of all shapes and sizes.

CITRIN COOPERMAN

709 Westchester Avenue, White Plains, NY 10605
www.citrincooperman.com
PHONE: (914) 949-2990

Citrin Cooperman is one of the nation's largest professional services firms. Citrin Cooperman & Company, LLP, a licensed independent CPA firm that provides attest services and Citrin Cooperman Advisors LLC which provides business advisory and non-attest services, operate as an alternative practice structure in accordance with the AICPA's Code of Professional Conduct and applicable laws, regulations and professional standards. Citrin Cooperman is home to one of the leading manufacturing and distribution practices in the country. We provide a comprehensive, integrated business approach to traditional services, which includes proactive insights throughout the lifecycle of our clients, wherever they do business, across the globe.

PKF O'CONNOR DAVIES, LLP

32 Fostertown Road, Newburgh, NY 12550
www.pkfod.com
PHONE: (845) 565-5400

PKF O'Connor Davies, LLP is a full-service certified public accounting and advisory firm with a long history of serving clients both domestically and internationally. With roots tracing to 1891, the Firm has 16 offices in New York, New Jersey, Connecticut, Maryland, Massachusetts, Florida, and Rhode Island. With more than 1,200 professionals providing a complete range of accounting, auditing, tax, and management advisory services. PKF O'Connor Davies is led by over 135 partners who are closely involved in the day-to-day management of engagements, ensuring a high degree of client service and cost effectiveness.

RBT CPA'S LLP

11 Racquet Road, Newburgh, NY 12550
www.rbtcpas.com
PHONE: (845) 567-9000

RBT CPAs, LLP provides remarkable experiences that help people succeed.

We are community-minded, trusted business advisors and advocates. Our high-value accounting, auditing, consulting, and tax services have earned us the distinction of 'Best in the Hudson Valley' and one of the firms to watch.

Our supportive environment empowers team members to excel. Our strategic, innovative, and caring leadership is dedicated to making our client's experiences remarkable.

R&D INCENTIVES GROUP

4850 Arden Drive, Temple City, CA 91780
www.rdig.com
PHONE: (626) 592-7158

R&D Incentives Group was established to assist companies with claiming Research and Development tax credits and deductions. By employing a combination of unique data gathering tools, comprehensive due diligence, and streamlined client-centric process, R&D Incentives Group maximizes federal and state tax incentives in the most efficient way possible. Whether you represent a privately held, middle-market, or Fortune 1000 business, R&D Incentives Group will customize your experience to meet your unique needs.

ULSTER FINANCIAL GROUP PAYROLL SERVICES

180 Schwenk Drive, Kingston, NY 12402
www.ulstersavings.com
PHONE: (845) 339-5744

A wholly owned subsidiary of Ulster Savings Bank. Servicing clients throughout New York State. Big enough to meet your needs and small enough to give the attention you deserve. Services Offered: Electronic Payroll, HR & Benefit Services, Time & Attendance, Tax & Compliance, Pay As You Go Workers Comp.

ADVERTISING DESIGN & MARKETING

AD ESSENTIALS

PO Box 251, Gardiner, NY 12525
www.adessentialsonline.com
PHONE: (845) 255-4281

Thoughtful advertising, branding, and graphic design that is fit for your company needs and geared to your market(s). We take the time to learn about your business and markets to successfully sell your products. Global, targeted media planning and placement. Website design and development and social media strategies geared toward SEO. Photography on location or in our studio. Design and produce magazines, catalogs, brochures, newsletters, trade show graphics, and package design that stands out and presents a consistent company image. We have been working with our very diverse range of customers from Conception through Production for over 28 years. We are proud to work with the Council of Industry and their members.

ASHWORTH CREATIVE

85 Civic Center Plaza Poughkeepsie, NY 12601
www.ashworthcreative.com
PHONE: (845) 877-0410

Ashworth Creative, located in the Hudson Valley, is an independent and intelligent boutique marketing agency that realizes that great ideas drive brands, excellent design makes brands memorable, and digital know-how lets brands grow and thrive. Services include branding, website design and content, SEO and SEM, video, digital, and advertising. Ashworth has launched more than 200 websites and thousands of ads for Healthcare, Manufacturing, Higher Education, Food, Construction and many other verticals.

BANKING & FINANCIAL SERVICES

BANK OF AMERICA MERRILL LYNCH

69 State Street, 5th Fl., Albany, NY 12207
www.bankofamerica.com
PHONE: (518) 626-2750

Banking and financial services.

JP MORGAN CHASE

925 Westchester Avenue, Floor 3, White Plains, NY 10604
www.chase.com
PHONE: (914) 993-2271

We're proud to serve nearly half of America's households with a broad range of financial services, including personal banking, credit cards, mortgages, auto financing, investment advice, small business loans and payment processing.

M&T BANK

PO Box 7000, 1769 Route 52, Fishkill, NY 12524
www.mtb.com
PHONE: (845) 440-2800

Full service commercial and personal banking.

NBT BANK

801 Auto Park Place, Newburgh, NY 12550
www.nbtbank.com
PHONE: (845) 562-6766

Business & Commercial Banking. We're here to help. Every business needs a partner they can count on to provide the solutions, tools and personalized attention they deserve. NBT Bank is uniquely positioned to offer your business all the advanced digital tools needed and the one-on-one guidance all businesses expect from their banking partner.

PROVIDENT BANK

556 Route 32, Highland Mills, NY 10930
www.provident.bank
PHONE: (845) 827-3157

You are our commitment. That's why we strive to deliver a mix of innovative services, social impact, and real connection to simplify your life and power your dreams—always with commitment you can count on.

PURSUIT

50 Beaver Street, Albany, NY 12207
www.pursuitlending.com
PHONE: (914) 708-0533

Financing for businesses at any stage

Wherever your client is on their small business journey, Pursuit offers tailored loans and support to keep them moving forward. From established businesses with strong financials, to startups with just a business plan and projections—we can help your client embrace growth without limitations.

RHINEBECK BANK

2 Jefferson Plaza, Poughkeepsie, NY 12601
www.rhinebeckbank.com
PHONE: (845) 790-1538

Rhinebeck Bank is a local community bank, headquartered in Poughkeepsie with 11 branches conveniently located throughout the Mid-Hudson Valley. Rhinebeck Bank offers a full line of commercial products including Business Express Loans (vehicles/equipment), Lines of Credit, Commercial Mortgages and a full complement of Cash Management services. Wealth Management and 401k services are also offered through our subsidiary, Rhinebeck Asset Management.

RONDOUT SAVINGS BANK

300 Broadway, Kingston, NY 12401
www.rondoutbank.com
PHONE: (845) 331-0073

Depository, credit products and services for manufacturers and their employees.

TD BANK

555 Hudson Valley Avenue, Suite 105, New Windsor NY 12553
www.tompkinsbank.com
PHONE: (845) 220-2810

TD Bank offers a full range of products and services to meet your individual or commercial banking needs. Conveniently located branches, access to your accounts at ATM networks across the region and around the world, and state-of-the-art telephone banking that lets you do your banking at any time day or night.

TOMPKINS BANK

1281 Route 9, Wappingers Falls, NY 12590
www.mahopacbank.com
PHONE: (845) 296-0150

Tompkins Bank offers a comprehensive, client-centered approach to Banking. As a Business Owner, you will have access to Key Decision Makers and Experienced Relationship Managers, who will be there to consult and advise about the right financial solutions for you and your business. Our Commercial Financing and Cash Management services are best-in-class and, best of all, delivered at an extremely local level.

ULSTER SAVINGS BANK

PO Box 3337, 180 Schwenk Drive, Kingston, NY 12401
www.ulstersavings.com
PHONE: (845) 338-6322

Celebrating 170 years in 2021, Ulster Savings is a local bank that understands and meets the needs of commercial and industrial clients. Offering convenience by providing a one-stop resource for your business. More than just banking, Ulster Savings has a wide variety of products and services including Commercial Financing, Remote Deposit Services, Business Banking, Insurance, Tax Preparation, Payroll Services, Bookkeeping, Accounting, and Investments. Established in 1851, Ulster Savings has branch locations in Orange, Dutchess, and Ulster Counties. Responsive and personalized service.

VALLEY NATIONAL BANK

300 Westage Business Center Drive, Fishkill, NY 12524
www.valley.com
PHONE: (845) 742-7535

Your Commercial Banking partner. We blend a legacy of over 95 years with an unwavering commitment to advancing your ambitions. We serve businesses of all sizes and specialize in providing corporate and middle-market banking services that help companies optimize cash management, support expansions, and maintain financial health.

WALDEN SAVINGS BANK

PO Box 690, 15 Scott's Corners Drive, Montgomery, NY 12549
www.waldensavings.bank
PHONE: (845) 457-7700

Commercial Lending Products and Business Services.

Walden Savings Bank, established in 1872, is the 11th oldest federally chartered mutual savings bank headquartered in Montgomery, New York. With a total of 11 full-service branches serving the Hudson Valley region, and a lending office located in Beacon, New York, the Bank's progressive style of community banking provides products that cater to both the individual and the growing mid-size business. In addition, Walden Investment Services, located at Walden Savings Bank, offers personalized advice for financial planning.

WELLS FARGO

Hudson Valley Commercial Banking 2500 Westchester Avenue Suite 201, Purchase, NY 10577
www.wellsfargo.com
PHONE: (800) 869-3557

Wells Fargo Commercial Banking provides market-leading solutions, industry expertise, and insights to help enable our clients' growth and success, enhancing the communities we serve.

COMMERCIAL REAL ESTATE

HOWARD HANNA | RAND REALTY

95 South Middletown Road Nanuet, NY 10954
www.randrealty.com
PHONE: (800) 431-3010

Howard Hanna Rand Realty has more than 1,100 residential real estate sales associates serving New York, New Jersey, and Connecticut suburbs of New York City. Its 30 offices serve

Bergen County, Passaic County, Hudson County, Morris County, Essex County and Union County in New Jersey, Westchester County, Rockland County, Orange County, Sullivan County, Dutchess County, Ulster County, and the Bronx in New York, and Fairfield County in Connecticut. Rand also owns and operates Rand Commercial, a commercial real estate brokerage, and Hudson United Home Services, which provides residential mortgage lending, title services, and personal and commercial insurance.

CONSTRUCTION

PC CONSTRUCTION

2645 South Road, Poughkeepsie, NY 12601
www.pcconstruction.com
PHONE: (802) 391-0492

PC is a 100% employee-owned construction firm providing integrated construction services through a full range of delivery methods. We excel at projects of all sizes - from a single office fit-up to water supply programs valued at over \$300 million.

We know what it takes to get things built and innovative solutions, talented people and specialized equipment top the list. But ensuring a successful project from start to finish takes even more - industry-leading safety practices, a multi-disciplined in-house estimating team, extensive self-perform capabilities and a fully integrated Special Projects Group, to name a few. PC has all this, and more, to ensure a seamless, cost-efficient process along the way and a satisfied client at the end.

CONSULTING

360ACCEL

7 Skyline Drive Suite 350, Hawthorne, NY 10532
www.360accel.com
PHONE: (888) 360-0101

360accel is a management consulting platform focused on assisting mid-sized and emerging growth companies identify risks, create strategic roadmaps, and fast-track changes that build stronger and more valuable businesses. Our 360Express System combines a diverse team of professionals encompassing decades of comprehensive, multi-disciplinary experiences with a robust, proprietary assessment framework and proven process modules. From large-scale organizations to innovative entrepreneurial ventures across a wide spectrum of industries 360accels advisors have held various C-suite executive positions. We understand what it takes to start, build, scale, and continue growing profitable businesses while navigating fiercely competitive and continuously evolving marketplaces. Since 2007, 360accel has helped clients unlock business insights; improve market clarity; convert ideas to actionable opportunities; align stakeholders on data-driven decisions that refresh strategic trajectory and market positioning; and ultimately, facilitate the actionable steps required to achieve lasting results. 360accel engagements are flexible and cost-effective. You set the parameters and timelines, then we hit the ground running.

FUZEHUB

25 Monroe Street, Suite 201, Albany, NY 12210
www.fuzehub.com
PHONE: (518) 768-7030

FuzeHub provides New York State manufacturers and technology companies with guided access to our extensive network of industry experts, programs, and assets to solve productivity, commercialization, research and development issues, and other challenges to growth. FuzeHubs programs champion the New York State manufacturing and technology community and provide targeted resources to accelerate manufacturing competitiveness and technology commercialization.

LCM GRANITE

2 Blue Hill Plaza, Pearl River, NY 10965
www.wearegranite.com
PHONE: (845) 584-9913

A global partner in digital transformation for Fortune 500 companies and those who have the ambition to become one.

As an innovative leader in #DigitalTransformation, Granite is your Growth Acceleration Partner.

RONDOUT CONSULTING

PO Box 2166, Kingston, NY 12401
www.rondoutconsulting.com
PHONE: (800) 401-5493

Founded by Tim Weidemann in 2011, Rondout Consulting works collaboratively with clients on transformational projects of strategic importance. We help our clients articulate the guiding vision that shapes their community or organization. We craft innovative and effective approaches that help our clients achieve that vision. We design and implement programs and organizational structures that align with the vision and strategy. And we build capacity so our clients can embark on a continuous process of program and organizational improvement. We are passionate advocates of effective mission-driven organizations and communities, and we believe that even in a fractured political climate it is possible to build consensus around smart, equitable and sustainable economic growth.

Community Economic Development | Project Funding and Financing | Coalition- and Systems-Building | Impact Analysis

EDUCATION AND TRAINING

DUTCHESS COUNTY WORKFORCE INVESTMENT BOARD

3 Neptune Road, Poughkeepsie, NY 12601
www.dcwib.org
PHONE: (845) 463-0247

Our mission is to foster a skilled and competitive workforce by promoting an understanding of workforce trends and issues in a dynamic economy and to facilitate lifelong learning for individuals and businesses.

ULSTER BOCES ADULT CAREER EDUCATION CENTER

PO Box 602, Route 9W, Port Ewen, NY 12466
www.ulsterboces.org
PHONE: (845) 331-5050

Adult Education programs provide life-long opportunities for our community neighbors. As a partner of the Ulster County Workforce Development Board, Ulster BOCES offers career classes to help adults expand their employment opportunities.

WORKFORCE DEVELOPMENT INSTITUTE

Mid Hudson Region

15 Stone Castle Road, Rock Tavern, NY 12575
www.wdiny.org
PHONE: (845) 567-1213

Lower Hudson Region

297 Knollwood Road, Suite #206, White Plains, NY 10607
PHONE: (914) 231-9670

The Workforce Development Institute (WDI) is a statewide 501(c)3 non-profit that improves the lives of working men and women across New York State by providing targeted programs in workforce, economic, and community development. A focus on helping businesses become and remain successful is a key component of this programming. Healthy businesses provide employment opportunities for New York's citizens and, in turn, are dependent on a well-trained workforce and community support. The WDI works to ensure that investments in all three areas - workforce, economic and community development - are integrated and reflect the perspectives of working men and women. WDI's agenda is shaped by the needs of specific regions, businesses, or unions.

EMPLOYMENT/ STAFFING

ETHAN ALLEN WORKFORCE SOLUTIONS

CI Partner for Employment Services*

59 Academy Street, Poughkeepsie, 12601
www.eaworkforce.com
PHONE: (845) 471-9700

Since 1969, Ethan Allen Workforce Solutions has been matching the energetic and hard-working jobseekers of the Hudson Valley with the career opportunities provided by our diverse community of employers.

Ethan Allen Workforce Solutions group of companies offers a full range of employment solutions including: temporary staffing, direct placement and professional employment services. This gives us the capacity and flexibility to provide the HR, staffing, and recruiting solutions our clients need. Ethan Allen's long tenure and diverse client base offer job seekers access to many excellent temporary and permanent job opportunities.

Locally owned and operated, and a certified Woman Owned Business Enterprise, we are the largest full service agency in the area. We've partnered with firms in this region for over 40 years. So we've got local focus and insight. We also bring award-winning national and international scope to bear, thanks to our connections with personnel and recruitment associations whose reach extends around the globe.

HERE'S HELP STAFFING & RECRUITING

371 East Main Street, Middletown, NY 10940

www.hereshelp.com

PHONE: (845) 344-3434

Trusted by Hudson Valley Businesses. Chosen by Hudson Valley Talent.

Here's Help has been a staffing and recruiting leader in the Hudson Valley for over 30 years. Businesses turn to us because we know the market inside and out, we've seen the changes the region has experienced and we help our clients thrive. Candidates trust us because they know we will match them with real opportunities at their ideal companies.

We build real relationships with both our clients and our candidates to ensure every match is a win-win - even when employees are temporary. We know that people need to be well matched in order to do their best work, and whether we are placing a seasonal hourly employee or a professional, we are always focused on fit.

NORMANN STAFFING

144 Pine Street Suite 140 Kingston, NY 12401

www.normannstaffing.com

PHONE: (845) 338-9111

Normann Staffing has provided staffing services to businesses and organizations in the Hudson Valley since 1980. We support a wide variety of industries, including nonprofit, manufacturing, healthcare, accounting, office support, construction, and more. We strive to provide a customized and personal approach to staffing where we truly understand your business and your needs.

Our small team of dedicated placement specialists take a quality over quantity approach to sourcing candidates and are committed to our mission of creating successful and lasting placements. At Normann Staffing, we value the long-lasting relationships we build with our clients and understand the important role that staffing plays in your success. Whether your needs are temporary, temp to perm, or permanent, Normann Staffing is ready to provide the quality employees that you need.

VISIONS HUMAN RESOURCE SERVICES, LLC

11 Racquet Road, Newburgh, NY 12550

www.visionshr.com

PHONE: (845) 567-3978

Visions Human Resource Services, LLC offers a full spectrum of Human Resource consulting services, encompassing the entire employee life cycle and all organizational HR functions. Based on individual client needs, our services and solutions are designed to deliver day-to-day HR help, as well as long-term strategic advantage through improved HR management.

ENERGY

NRG

CI Partner for Energy Services*

1001 Liberty Avenue, Pittsburgh, PA 15222

www.nrg.com

PHONE: (518) 495-7521

NRG is the third largest commercial retail energy supplier in North America. Our capabilities position us to serve our customers with a powerful combination of industry-leading products; experienced guidance for your procurement decisions; and personalized service that simplifies your energy management activities.

ENVIRONMENTAL & CIVIL ENGINEERING

LANGAN ENGINEERING & ENVIRONMENTAL SERVICES

1 N Broadway, Suite 910, White Plains, NY 10601

www.langan.com

PHONE: (267) 455-2473

Founded in 1970 and with 1600 employees, Langan provides an integrated mix of engineering and environmental consulting services in support of land development projects, corporate real estate portfolios, and the oil and gas industry. Our clients include developers, property owners, public agencies, corporations, institutions, and energy companies in the Hudson Valley and around the world.

Our areas of expertise include: Geotechnical, Site/Civil and Environmental Engineering, Transportation/Traffic Engineering, Surveying, 3D Laser Scanning and BIM, Cultural Resources, Natural Resources Assessments/Permitting, Landscape Architecture + Planning, and GIS/Data Management Services.

Of particular value to the manufacturing industry is our corporate environmental compliance expertise. Langan's environmental permitting and compliance team, comprised of experienced scientists and engineers, has the regulatory knowledge and expertise to address your permitting and compliance challenges.

WALDEN ENVIRONMENTAL ENGINEERING, PLLC

iPark 84 Campus, 200 North Drive, Suite 108

Hopewell Junction, NY 12533

www.walden-associates.com

PHONE: (845) 253-8025

Walden provides innovative engineering and environmental consulting and design services in a variety of areas like Brownfield development, utility valuations, management of above/below ground storage tanks, air quality and emissions permitting, solid waste management, grant writing, and water quality. Our impressive roster of repeat clients, many of which have come to Walden through referrals, includes private and public organizations. Our headquarters is in Oyster Bay, LI with additional offices in the Capital District and Fort Wayne, IN.

FINANCIAL SERVICES

THE AFFINITY BST ADVISORS, L.L.C.

26 Computer Drive East, Albany, NY 12205
www.affinitybstadvisors.com
PHONE: (973) 534-5785

The Affinity Group, LLC is a premier wealth management firm located in Albany, NY since 2002. We utilize a team approach to wealth management, working with professionals in the financial services, accounting, and legal areas where necessary.

ORANGE WEALTH MANAGEMENT

212 Dolson Avenue, Middletown, NY 10940
www.orangecountytrust.com
PHONE: (845) 561-0532

We Are Here To Lend Your Business Money. As a local community bank with a real desire to help you meet your business goals, we offer FLEXIBILITY. We treat you individually, from our very first meeting through each step of our lending relationship. All banks are not the same. So let us take a fresh look if you believe your requests have not been adequately considered elsewhere. Member FDIC.

HUMAN RESOURCE SERVICES

ETHAN ALLEN HR SERVICES

53 Academy Street, Poughkeepsie, NY 12601
www.eapeo.com
PHONE: (845) 471-1200

Ethan Allen HR Services is an IRS-Certified Professional Employer Organization (CPEO) providing comprehensive solutions for all of your HR needs. Ethan Allen HR Services offers high-powered HR technology, helping you administer payroll, recruit and screen candidates, keep your records up to date, offer more attractive benefits, reduce your liability, and more.

HVAC

AMI SERVICES INC.

324 North Plank Road, Newburgh, NY 12550
www.ami-servicesinc.com
PHONE: (845) 566-0770

HVAC service, maintenance and emergency repair contractor performing work on chillers, package and split systems, boilers, control systems and refrigeration. Registered ENERGY STAR Partner providing energy benchmarking and assessments for commercial and industrial clients.

INSURANCE

BROWN & BROWN

100 Great Oaks Blvd, Suite 111, Albany, NY 12203
www.bbrown.com/us
PHONE: (518) 482-5192

Brown & Brown is a global insurance brokerage firm founded in 1939, now one of the largest in the world, specializing in risk management solutions for businesses and individuals, with a decentralized culture and a focus on customer service.

FEDERATED INSURANCE

121 East Park Square, Owatonna, MN 55060
www.federatedinsurance.com
PHONE: (559) 547-9694

Federated Insurance® provides industry-specific insurance products and risk management resources. Local marketing representatives can help businesses create the insurance program that fits their needs.

MARSHALL & STERLING

110 Main Street, Poughkeepsie, NY 12601
www.marshallsterling.com
PHONE: (845) 454-0800

Commercial insurance agents.

MID-HUDSON VIP

124 Main Street, Suite 2A, New Paltz, NY 12561
www.midhudsonvip.com
PHONE: (845) 255-6035

Mid-Hudson VIP assists local businesses in finding and administering quality, affordable employee benefit programs. With over 30 years of experience working with Hudson Valley business owners, we make sure that your company is getting the best value for your premium dollars. We also offer our clients administrative tools, including online benefits enrollment. Contact us today for a free consultation.

Health | Dental | Life | Vision | Disability

THE REIS GROUP

475 Washington Avenue, Kingston, NY 12401
www.reisinsurance.com
PHONE: (845) 338-4656

Insurance agency featuring a full line of personal and commercial products.

RISK STRATEGIES

430 Franklin Street, 2nd Floor, Schenectady, NY 12305
www.risk-strategies.com
PHONE: (518) 470-9056

At Risk Strategies, we specialize in providing expert insurance solutions, risk management advice, and consulting services designed to meet the unique needs of businesses and individuals. Our team of experienced professionals offers a comprehensive range of solutions, from commercial insurance and employee benefits to private client services and specialty risk management.

ULSTER INSURANCE SERVICES, INC.

PO Box 3995, 180 Schwenk Drive, Kingston, NY 12402
www.ulstersavings.com
PHONE: (845) 338-6000

Ulster Insurance Services is a wholly owned subsidiary of Ulster Savings Bank. An independent insurance agency, Ulster Insurance Services offers a wide range of insurance options for you, your business and your employees.

JANITORIAL SERVICES

SCRUB MASTERS PLUS CORP

400 Aaron Court, Kingston, NY 12401
www.scrubmasterspluscorp.com
PHONE: (845) 663-1443

Scrub Masters Plus Corp. is a MWBE certified professional commercial cleaning company that specializes in janitorial cleaning of manufacturing plants and corporate facilities.

LAW

BLEAKLEY PLATT & SCHMIDT, LLP

One North Lexington Avenue, Ste. 1206, White Plains, NY 10601
www.BPSlaw.com
PHONE: (914) 949-2700

Bleakley Platt represents businesses and individuals in a wide range of legal matters including labor and employment, construction law, corporate, shareholder and partnership disputes, zoning and land use, environmental issues, real estate law, including leasing and financing, corporate finance, bond finance, secured lending, tax certiorari, product liability, intellectual property, commercial litigation and immigration matters. Our clients include large and small businesses in many different industries, including financial services, construction, manufacturing, insurance, energy, health care and life sciences, among others. Bleakley Platt provides counseling for litigation avoidance as well as pre-litigation strategic advice. We achieve cost-efficient results for clients and deliver focused, coordinated client representation, with exceptional personal attention to each matter.

CATANIA, MAHON & RIDER, PLLC

641 Broadway, Newburgh, NY 12550
www.cmrlaw.com
PHONE: (845) 565-1100

Catania, Mahon & Rider, PLLC is one of the Hudson Valley's leading general practice law firms. Our diverse practice groups, each staffed with experienced and knowledgeable professionals, allow us to provide excellent and comprehensive representation. We strive to offer our clients innovative, strategic and cost-efficient solutions to their individual needs. This is all accomplished upon a foundation of integrity, the type of forthright yet respectful counsel that engenders trust and helps build strong and long-lasting relationships.

GREENWALD DOHERTY LLP

30 Ramland Road, Suite 201, Orangeburg, NY 10962
www.greenwalddl.com
PHONE: (845) 589-9300

Greenwald Doherty is a national management-side employment law firm that has built and fine-tuned an innovative and individualized model for representing all types and sizes of companies, allowing leaders to focus on their business goals. The firm's experienced attorneys advise, counsel and train businesses on day-to-day and cutting-edge employment law issues, helping to create and maintain a better workplace environment for each client.

JACKSON LEWIS, PC

44 South Broadway, 14th Floor, White Plains, NY 10601
www.jacksonlewis.com
PHONE: (914) 872-8060

Representing management exclusively in workplace law and related litigation.

MEDICAL, SAFETY & HEALTH SERVICES

EMERGENCY ONE

40 Hurley Avenue, Suite 4, Kingston, NY 12401
www.eoneurgentcare.com
PHONE: (845) 787-1400

Emergency One Urgent Care and Occupational Health Center, located in Kingston, Hyde Park, New Windsor, Newburgh and Poughkeepsie, continues to deliver an unprecedented level of service to companies, businesses, and municipalities throughout the Hudson Valley. Our team of Nationally Certified Medical Examiners and PLHCP providers offer convenient hours from 8:00 a.m. to 8:00 p.m. weekdays and 8:00 a.m. to 4:00 p.m. on weekends. Services offered include: DOT physicals, 19-A physicals, MRO Drug Screening Program, Breath Alcohol Testing, Audiometric Testing, PPD Pre-employment/Pre-placement Physicals, FIT testing, Workers Comp Drug Screen collections, Silica and Asbestos Surveillance, Employee Assistance Program.

STAUFFER GLOVE AND SAFETY

117 Granite Road, Cortlandt, NY 10567
www.stauffersafety.com
PHONE: (914) 450-4239

Thank you for considering Stauffer Glove & Safety for your Personal Protective Equipment requirements. Where Quality, Price and Service Meet, we strive to provide the most economical price with the highest level of service to you. Fifth Generation Family-Owned Business specializing in PPE and Safety for over 100 years. (Fifth Generation is managing the day-to-day operations, in all departments.) Full-line safety products distributor and importer with a national presence.

PHOTOGRAPHY

PICTURE THIS STUDIOS

416 East Main Street, Fishkill, NY 12524
www.e-picturethis.com
PHONE: (845) 342-6709

Full services commercial photography studio, with a 1,000 sq ft shooting space for all size products, and capable for any location assignment. 20 plus years of shooting experience and up to date photo technology for any commercial photo needs.

REGIONAL PLANNING & BUSINESS ORGANIZATIONS

CONSTRUCTION CONTRACTORS, SMRCA, FABRICATORS ERECTORS & REINFORCING CONTRACTORS

330 Meadow Avenue, Newburgh, NY 12550
www.ccahv.com
PHONE: (845) 562-4280

Construction Contractors Association is dedicated to the advancement of the construction industry in the Hudson Valley region. CCA seeks to promote the orderly development of the Hudson Valley, encourage a business friendly environment and help provide our members with the skills, resources and support to be competitive.

DUTCHESS COUNTY WORKFORCE INVESTMENT BOARD

3 Neptune Road, Poughkeepsie, NY 12601
www.dcwib.org/
PHONE: (845) 463-0247

Our mission is to foster a skilled and competitive workforce by promoting an understanding of workforce trends and issues in a dynamic economy and to facilitate lifelong learning for individuals and businesses.

EMPIRE CENTER FOR NEW YORK STATE POLICY

30 South Pearl Street Albany, NY 12207
www.empirecenter.org
PHONE: (518) 434-3100

The Empire Center is an independent, non-partisan, non-profit think tank located in Albany, New York. Our mission is to make New York a better place to live and work by promoting public policy reforms grounded in free-market principles, personal responsibility, and the ideals of effective and accountable government.

HUDSON VALLEY ECONOMIC DEVELOPMENT CORPORATION (HVEDC)

10 Matthews Street, Goshen, NY 10924
www.hvedc.com
PHONE: (845) 220-2244

The Hudson Valley Economic Development Corporation (HVEDC) is a comprehensive resource for businesses relocating to (or expanding within) the Hudson Valley, which includes Westchester, Rockland, Putnam, Orange, Ulster, Dutchess, and Sullivan counties.

HVEDC works closely with a mosaic of business, academic, government, and community leaders to collaboratively navigate and shape a brighter economic future for the Hudson Valley by driving business innovation, attraction, and expansion throughout the region.

PATTERN FOR PROGRESS

PO Box 425, Newburgh, NY 12551
www.pattern-for-progress.org
PHONE: (845) 565-4900

Hudson Valley Pattern for Progress is a not-for-profit policy, planning, advocacy, and research organization whose mission is to promote regional, balanced, and sustainable solutions that enhance the growth and vitality of the Hudson Valley.

ORANGE COUNTY CHAMBER OF COMMERCE

40 Matthews Street, Suite 104, Goshen, NY 10924
www.orangenyc.com
PHONE: (845) 457-9700

With nearly 1,700 members, the Orange County Chamber is a leading advocate for business in the Hudson Valley region.

ORANGE COUNTY PARTNERSHIP

40 Matthews Street, Suite 108, Goshen, NY 10924
<https://www.ocpartnership.org/>
PHONE: (845) 294-2323

Center of Economic Development Orange County New York The Orange County Partnership is your resource for development opportunities in Orange County. Free Business Development Resources From site selection assistance, financing options, and employment training to marketing, the Orange County Partnership is your premier (no-cost) resource for economic development support. The Orange County Partnership's team of economic development professionals works with commercial real estate brokers, developers, site selection firms and regional and statewide economic development agencies to find the most advantageous and cost-effective locations for corporate attractions and expansions.

ULSTER COUNTY REGIONAL CHAMBER OF COMMERCE

214 Fair Street, Kingston, NY 12401
www.ulsterchamber.org
PHONE: (845) 338-5100

The Ulster County Regional Chamber of Commerce provides services and advocacy on behalf of its membership and the community to advance the region's economic health and vitality. We are the Voice and Choice of business in the Ulster County region to stimulate and nurture sustainable economic growth.

TECHNOLOGY SOLUTIONS

CHARLES IT

150 William Street Middletown, CT 06457-3421
www.charlesit.com
PHONE: (860) 344-9628

If the success of your business depends on solid compliance, your IT provider should be your rock.

Charles IT is the Northeast's Compliance Expert, but with a little difference. Of course we have all the certifications, third-party audit capability, and the proof you need to feel confident your business compliance is solid.

But we add in a bit of our personality and people skills, so you can talk with us and know you're in good hands.

KNOW GREATER VALUE



The return of manufacturing to the U.S. is a welcome one with benefits that extend to retailers, consumers and distributors. Demand is on the upswing despite increasing competition and shrinking margins. Although price increases are difficult to engineer, many other enticing growth strategies are well worth exploring – from cost-cutting and workflow improvements to automation, outsourcing, acquisitions and global expansion.

The key, of course, is to seize these opportunities in ways that align with everyday operations and overall business objectives – precisely what PKF O'Connor Davies specialists help our clients achieve every day. Our expertise is recognized in:

- Acquisition Strategy and Integration
- Assurance: Audits, Reviews, Compilations
- Cost Segregation
- Due Diligence
- Enterprise Risk Management
- Forensic Accounting
- Internal Audit
- Management and IT Consulting
- Restructuring
- Royalty Audits
- Strategic and Succession Planning
- Tax Planning and Compliance
- Transfer Pricing
- Valuation



Jim Szumlaski, Partner
845.670.7130
jszumlaski@pkfod.com

pkfod.com

FISCH SOLUTIONS

P.O. Box 678, Walden, NY 12586
www.fischsolutions.com
PHONE: (845) 590-1630

Fisch is an award winning IT Managed Service Provider that provides business, government, & not-for-profits IT support, cybersecurity, IT consulting, CMMC compliance and More.

ITC COMMUNICATIONS

831 Little Britain Road, Suite 300, New Windsor, NY 12553
www.itc-communications.com
PHONE: (845) 561-4440

ITC is a technology company that focuses on commercial clients including businesses, municipalities and schools. Founded in 1989, ITC provides a broad range of technology solutions including: Access Control, Managed IT, Situational Awareness, Structured Cabling, Unified Communications, Video Surveillance, Wireless Networking, Voice over IP (VoIP) and others using Cloud and premises-based always-on technology.

LETHAL VENTURES

1 Vanderbilt Avenue, New York, NY 10017
www.lethalventures.com
PHONE: (973) 294-0372

Lethal is the new economic engine for industrial companies. Building software to forge a new era of industrial exceptionalism.

WESTECH SOLUTIONS, LLC

333 Mamaroneck Avenue, White Plains, NY 10605
www.westechsolutions.com
PHONE: (914) 595-6335

Established in 2005, Westech Solutions, LLC (Westech) is an award-winning Managed Services Provider (MSP) renowned for its innovative technology solutions that facilitate business transformation. We specialize in delivering forward-thinking solutions that align with our client's business objectives so that they can overcome challenges and seize opportunities in the ever-evolving digital landscape.

TROUT SOFTWARE

304 Wall Street, Kingston, NY 12401-3850
www.trout.software
PHONE: (646) 215-1813

Industrial companies are connecting their shop floors and systems to drive efficiency. But they're often forced to rely on traditional IT equipment designed for banks and data centers—leading to slowdowns, misconfigurations, and cyber risks.

Trout equipment is built for industrial needs:

- Trout Cyberbox provides 24/7 protection for sensitive assets and data.
- Secure key-card access enables individual logins with ease.
- Designed for real-world challenges like CMMC/ISO 27001 compliance, remote access, 802.1x alternatives, key-card logins, Zero Trust, and maintenance security.

Manufactured in the Hudson Valley, Trout hardware is trusted by customers across the US and Europe.

ARE YOU A MANUFACTURER INTERESTED IN **GROWING THROUGH PARTNERSHIPS?**



- Are you struggling to find **good employees**?
- Do you want to participate in a multi-year interview process?
- Are you interested in supporting the growth and development of the **youth** of the Hudson Valley?
- Are you looking to engage **talented minds** to help your company succeed?

If you answered "yes," then a partnership with the Hudson Valley Pathways Academy P-TECH High School is right for you! We offer a range of partnership options to accommodate how you want to be involved in growing your future talent.



ulsterboces.org/hvpa
pathways@ulsterboces.org
845.688.6117 and 845.255.1400

MANUFACTURING & DISTRIBUTION **SPECIALIZED RECRUITING!**

Make hiring easier and stress free.

Our conversations are confidential & free to you!



Administrative
Production
Safety &
Compliance
Engineering
Warehouse
Distribution
Accounting
Human Resources
Customer Service



Here's Help
STAFFING & RECRUITING
845-344-3434
www.hereshelp.com

F&F FACTORY

Custom solutions on a commercial scale



**LARGE FORMAT PRINTING
AND LASER CUTTING**

**CUSTOM GRAPHICS AND VISUAL
COMMUNICATIONS SOLUTIONS**

CERTIFIED WOMAN OWNED BUSINESS



SCAN TO VIEW
OUR CAPABILITIES

(800) 681-0684 • info@fitandfunllc.com

Advertisers Index

- 17 Allendale Machinery Systems
- 33 AMI Services, Inc./Armistead Mechanical, Inc.
- 38 Arnoff Global Logistics
- 47 Belfor Property Restoration
- 24 Blaser Swisslube
- 17 Brown & Brown
- 39 Catania, Mahon & Rider, PLLC
- 29 Central Hudson
- 59 Council of Industry - HVMfgJobs.com
- 69 Council of Industry - Podcast
- 10 Craftech Industries
- 11 Dorsey Metrology International
- 4 Dutchess Community College
- 12 Ethan Allen Workforce Solutions
- 32 Fair-Rite Products Corp.
- 21 Fisch Solutions
- 70 Fit & Fun LLC.
- 69 Here's Help
- 69 Hudson Valley Pathways Academy
- 23 Jackson Lewis
- 70 JBT
- 14 JP Morgan Chase
- 45 M&T Bank
- 11 Mechanical Rubber
- 6 Mid-Hudson VIP
- IFC NRG
- 9 Orange Packaging
- 23 Picture This Studio - Tom LaBarbera
- 68 PKF O'Connor
- 71 Provident Bank
- 19 Putnam Precision
- 13 Rhinebeck Bank
- 6 Selux
- 40 SUNY Orange
- 24 TD Bank
- 6 Think Dutchess
- 34 Trout
- 13 Ulster BOCES
- 34 Ulster Savings Bank
- 46 Valley National Bank
- BC Viking Industries
- 43 Wells Fargo
- 16 Westchester Economic Development

Transforming the Future of Food
Supporting the Ulster County Community for over 40 years

134 Flatbush Ave., Kingston, NY 12401





PROUD SUPPORTERS

WE ARE PROUD TO SUPPORT

Hudson Valley Council of Industry

Provident.Bank | 800.448.7768





The Council of Industry
263 Route 17K, Suite 106
Newburgh, NY 12550



A COUNCIL OF INDUSTRY
APPRENTICE PROGRAM
PARTNER **BUILDING BETTER
TRADESPEOPLE BY INVESTING IN
YOUR CAREER**

Further your career, receive your certification, and become a member of the Viking family.

Learn more about the program by visiting CouncilOfIndustry.org/apprentice-program



SCAN ME

vikingpackaging.com

845-883-6325

845-883-6228

89 S. Ohioville Road

New Paltz, New York 12561